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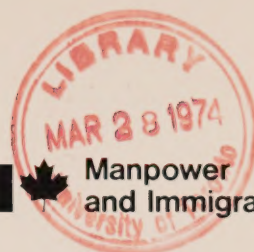


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manpower review

pacific region



Manpower
and Immigration

Main-d'œuvre
et Immigration

AIMI12
M15



1st quarter 1974 (Vol.7 No.1)

Annual Review: 1973
Services To Youth
Special Interview Program



Hard-working, willing to travel, diligent, bright, eager, broke, honest, energetic, versatile, strong, fun to be with, available. April to September.

This is an employment ad. It's asking you to give a kid a summer job. It's asking you to fill in your holiday gaps with a bright-eyed, bushy-tailed student. It's asking you to call us to reserve your clever, hope-

ful, willing, good-humoured, uncynical, terribly helpful summer workers right now. They come in both sexes.

Really this ad is just asking you to remember to do it. And to remember one other

thing. If you don't hire a student this summer, who will?



Canada
Manpower Centre
Manpower
and Immigration
Robert Andras
Minister

Centre de Main-d'œuvre
du Canada
Main-d'œuvre
et Immigration
Robert Andras
Ministre

Summer students. They really work.

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PACIFIC MANPOWER REVIEW

FIRST QUARTER 1974

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

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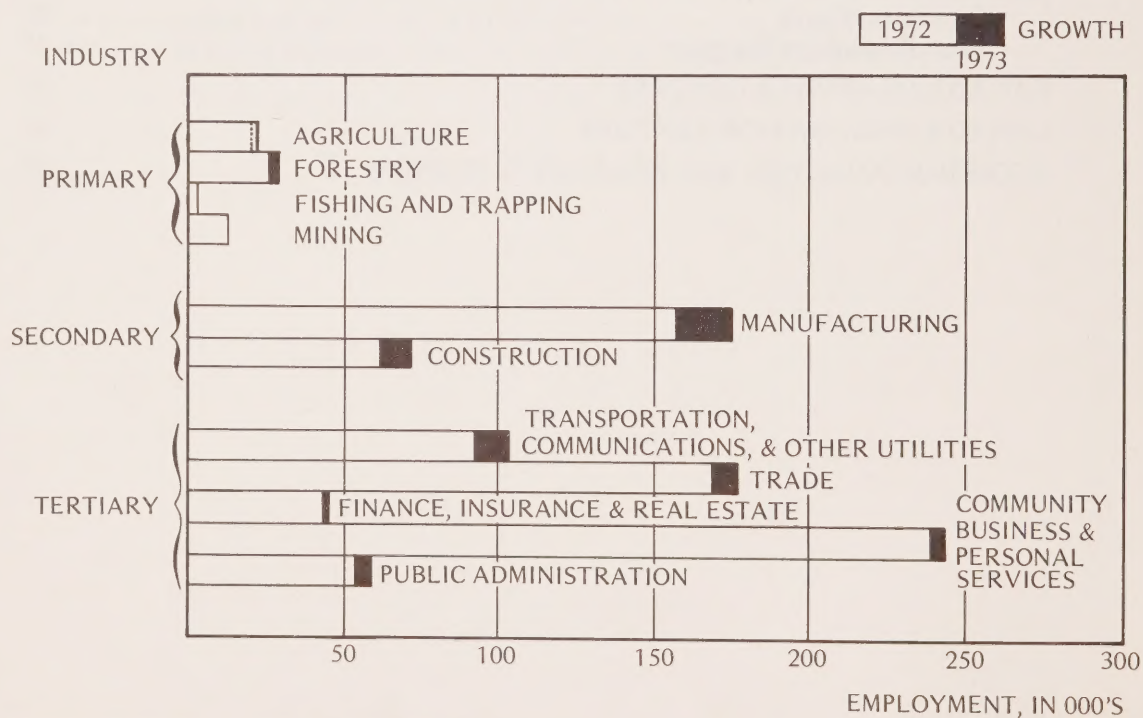
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT BRITISH COLUMBIA

	1973	1972 (estimates in 000's)	1971	Change 1973/1972 (%)
Labour Force	1,002	950	911	5.5
Employed	937	879	847	6.6
Unemployed	65	72	64	-9.7
	%	%	%	
*Participation Rate	58.4	57.5	57.2	
Unemployment Rate	6.5	7.6	7.0	

*Labour force as a percentage of population 14 years of age and over.

Source: The Labour Force, Statistics Canada, #71-001

ESTIMATED EMPLOYMENT BY INDUSTRY B.C. 1972 & 1973



THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

Record employment growth was experienced in 1973 as the provincial economy responded to buoyant export markets and to strong local demand. The average annual employment increased by 58,000 (or by 6.6%) over the 1972 level. The expansion was mildly curbed by growing material and labour shortages, but losses due to labour management disputes were only one third as large as in 1972. Although growth was strong throughout the year, there were indications that the pace was slowing in the fourth quarter. The average annual rate of employment growth was highest (about 10%) in the goods producing industries, but absolute growth was nearly evenly split between the goods producing and the service producing sectors.

The rapid growth of demand for labour was met by a sharp increase in migration to the province, and by involvement of a larger proportion of the population in the labour market. Employment growth exceeded the expansion of the labour force by 7,000 jobs, thereby reducing the average level of unemployment to 65,000 persons, and the average unemployment rate to 6.5%.

The employment outlook for 1974 is less optimistic, as most western nations seem to have passed the peak of a cyclical growth period. This change should have a marked negative impact on demand for goods, and therefore on the (derived) demand for labour in B.C. The high probability of employment losses resulting from strike-lockout situations also clouds the outlook as nearly two thirds of the province's unionized workers will be directly affected by contract negotiations in 1974.

The reduction in employment growth should sharply reduce the growth in labour force participation as persons only marginally attached to the labour force withdraw from (or do not enter) the labour market. Unemployment is also expected to rise as the changes in labour force lag changes in employment growth.

EMPLOYMENT: REVIEW AND OUTLOOK

Employment gains in the FOREST INDUSTRIES were fueled by strong demand for both lumber and pulp products. Logging employment rose by about 3000 jobs as the volume of timber cut went up by over 20%. Wood products manufacturing employment and employment in the paper and allied industries also rose significantly, and again the largest share of the increase is attributed to the interior forest industry. The completion of three major pulpmill expansions last year, and numerous sawmill expansions in 1972 and 1973 led to a rate of employment increase approaching 8%. This slowed in the second half as labour disputes in the transportation sector and shortages of railcars led to excessive stockpiling of wood products. Normal seasonal cut-backs and some softening of lumber markets also contributed to the moderation of the growth rates.

The rapid growth in the forest industries intensified shortages of skilled operators of logging equipment and of maintenance tradesman in all phases of the industry. A part of this problem may be attributed to locational or work condition problems, as some of the shortages persisted when excess supply of similar skills were apparent in other areas.

FOREST INDUSTRY INDICATORS % CHANGE 1972 TO 1973

Timber cut ¹	+22.6%
Lumber Production ¹	+10.6%
Plywood Production ¹	+14.5%
Woodpulp Production ¹	+21.4%
Employment ²	+ 8.5%

About 60% of the forest industry's workforce will be directly affected by contract negotiations in 1974, and the indirect effects of bargaining in other industries also limit the industry's potential in 1974. Falling housing demand in the U.S. will also adversely affect the rate of job formation, but existing production commitments and other construction activity should moderate the impact of this contraction. Continued strong pulp markets

will support existing employment, but chip shortages and the lack of major capital expenditure plans limit the job growth potential in this sector too.

OTHER MANUFACTURING, which provides roughly one half the manufacturing employment, showed much slower employment growth than was experienced in wood products and related manufacturing. In terms of dollar sales, the other manufacturing is dominated by the food and beverage industries, the transportation equipment producers, and the smelting and refining groups. Jobs in "Other Manufacturing" showed an average gain of approximately 3% over the 1972 levels.

OTHER MANUFACTURING INDUSTRIES INDICATORS

% CHANGE, 1972 TO 1973

Value of output ¹	+18.9%
Capital & Repair expenditure ¹	+ 7.8%
Employment ²	+ 3%

Mild shortages in processing occupations which were experienced in 1973 may be alleviated by slower growth in 1974. However the general shortages of maintenance tradesmen are expected to continue. The outlook is also marred by material shortages, an anticipated decline in the growth of product demands, and by the larger potential for disruption arising from labour disputes in 1974.

THE MINING INDUSTRY, like the forest industry, benefitted from expansions completed in 1972 and from strengthening markets. However, the absence of new mine expansions during the year held average employment at the level established in 1972. Although net employment growth was negligible, seasonal and operational shifts and continuing labour turnover created considerable labour market activity. For example, Canada Manpower Centres in B.C. received notification of over 4000 job vacancies in the mining sector during 1973, and significant shortages of skilled and semi-skilled labour were reported in the fourth quarter.

MINING INDUSTRY INDICATORS

% CHANGE 1972 TO 1973

Value of mineral production ¹	+ 56%
Vacancies Notified to CMC's	+ 10%
Employment ²	No Change

Uncertainty regarding royalties on mineral production, anticipated weakening of minerals prices, and contract negotiations affecting over one third of the mining work force cloud the outlook for 1974. New employment will probably be limited to jobs created by re-opening two or three dormant mines, but could be significantly larger if one of the coal operations near Chetwynd is brought into production. Unfortunately, the positive impact of such expansions could be somewhat offset by the increased demand pressure on skills which are already in short supply.

Skill shortages were also noted in the CONSTRUCTION INDUSTRY as employment growth accelerated after a year badly disrupted by strikes. Employment gains over 1972 represented 10,000 jobs; an increase of 16%. The utilities sector, and the trade, finance and commercial services sector were major contributors to this strength. New capital and repair expenditures grew most rapidly in these sectors; the manufacturing construction sector was relatively weak.

CONSTRUCTION INDUSTRY INDICATORS

% CHANGE 1972 TO 1973

Capital & repair expenditures ¹	
Total	+ 10%
utilities	+ 32%
manufacturing	- 2%
housing	+ 5%
institutional & government	+ 5%
other	+ 8%
Housing starts ¹	+ 2%
Construction Employment ³	+ 16%

Although no large expansions are expected in the mining and pulp industries, the outlook for construction in other sectors is more promising. Shortages of skilled tradesmen reported in 1973 are expected to continue, as are concurrent excess supplies of similar skills. Mobility, working conditions, and information barriers contribute to this problem. Impending contract negotiations affecting about two-thirds of the industry's employees also cloud the outlook for employment growth in this sector.

Employment gains in manufacturing and construction accounted for virtually all of the growth in the GOODS PRODUCING sector; only marginal increases were noted in the primary industries sub-group.

The SERVICE PRODUCING sectors provided slightly over one half of the employment growth in 1973, thereby bringing service employment to two thirds of total employment in B.C. Growth was most rapid in the transportation, communication, and other utilities sectors and in the public administration sector.

The strong markets for forest and mineral products, the buoyant construction industry, and increases in external trade created a large increase in demand for transportation services. The transportation sector accounted for most of the additional 11,000 jobs in TRANSPORTATION, COMMUNICATION, AND OTHER UTILITIES. This change represented one-third of the net increase in jobs in the service producing sectors. Mild shortages of transport equipment operators were reported during this period of expansion, but significant numbers of persons with related skills remained unemployed.

TRANSPORTATION INDUSTRY INDICATORS

% CHANGE 1972 TO 1973

Value of exports ¹	+ 39%
Value of imports ¹	+ 15%
Air traffic ¹	+ 12%
Commercial vehicle registrations ¹	+ 12%
Employment ²	+ 12%

Expansions of port facilities at four major ports, extension of the urban transit system around Vancouver, and possible implementation of the transportation plan for B.C.'s northwest highlight the outlook for employment in the sector in 1974. However, reduced growth of external trade and the possibility of strike-lockouts as agreements affecting over 20,000 employees in the sector expire in 1974, could limit the industry's growth potential in 1974.

The PUBLIC ADMINISTRATION sector grew by about 11% during 1973, with provincial government employment growing most rapidly. Growth of this sector accounted for about 10% of the net increase in employment in 1973. This growth contributed to shortages in some of the clerical occupations. Skills demanded and relatively low pay offered also contributed to the reported shortages.

Although the rate of increase was slower in the TRADE sector, the absolute increase of 8,000 was larger, and made up roughly 14% of total employment growth in 1973. Higher levels of personal disposable income, generous use of credit, and strong performance of the construction sector all contributed to these employment gains. However,

shortages of some products and strike related bottlenecks in the transportation industry prevented realization of the sector's full potential. Growth of wholesale trade was much slower than employment increases in retail trade.

TRADE INDUSTRY INDICATORS

% CHANGE 1972 TO 1973

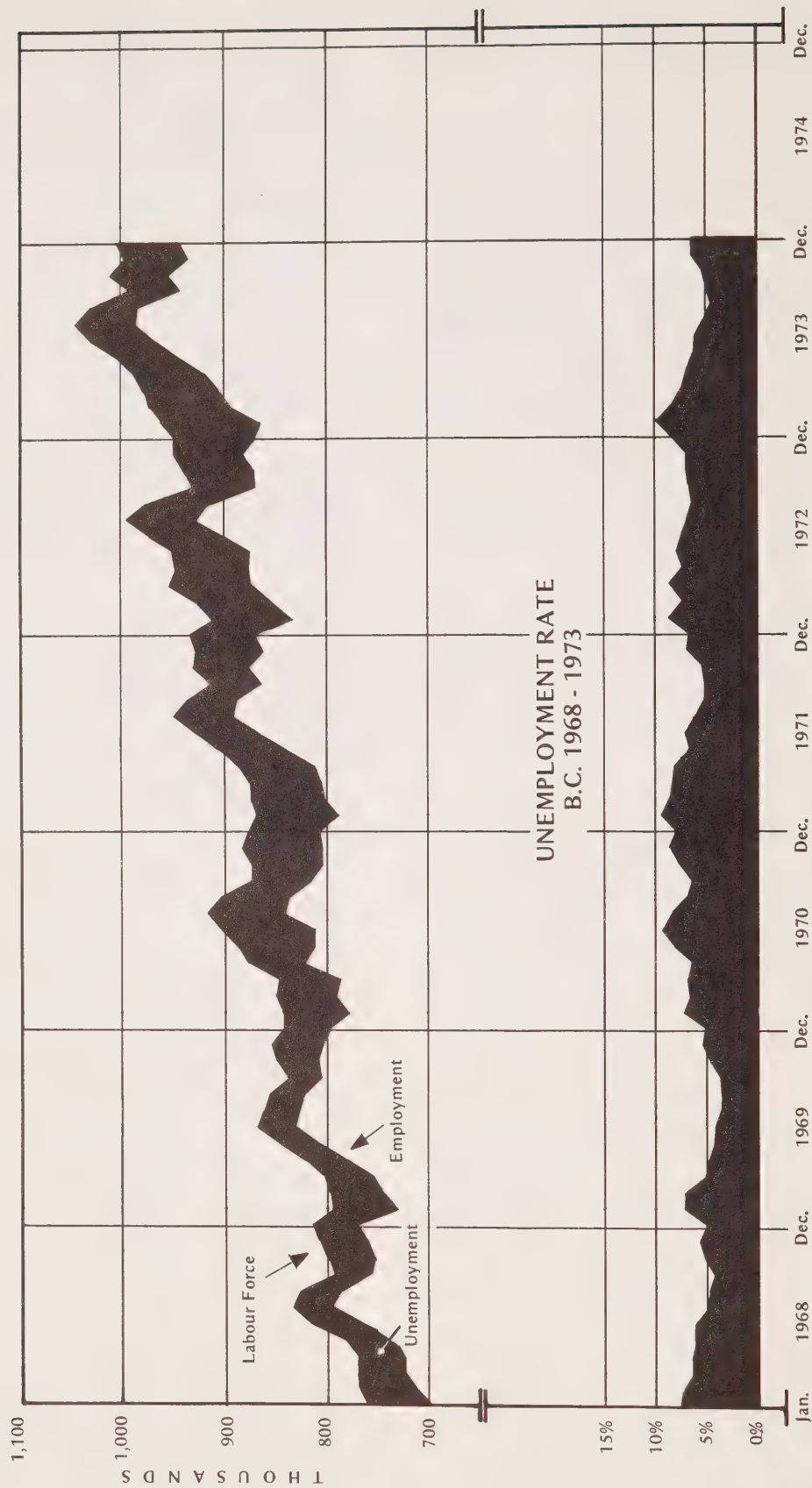
Value of retail sales ¹ — total	+16.7%
grocery and combination stores	+19.7%
department stores	+16.9%
motor vehicle dealers, service stations and garages	+16.1%
Value of cheques cashed ¹	+24.5%
Employment ²	+ 4.7%

Major agreements affecting over 2,000 employees in the trade sector expire in 1974. This problem area, the expectation of slower growth in retail sales, material shortages, and delivery delays will probably combine to slow employment growth in the trade sector. Mild shortages of sales and clerical staff experienced in this sector in 1973 are expected to continue in 1974.

The COMMUNITY, BUSINESS AND PERSONAL SERVICES sector showed a net employment increase of only 4,000 (or 1.7%) after a year of rapid growth in 1972. Investment in tourist services was down slightly in 1973, and delays in hotel construction also limited employment growth. Most tourist services expansion was in the campsite/trailer park group, which is not an intensive user of labour. Although growth was fairly slow, moderate seasonal shortages of waitresses and cooks were reported. In other service sectors, mild shortages of watchmen, hairdressers, and housekeepers were also noted. Much of the apparent imbalance is attributed to low pay, poor working conditions and inflexible local supply associated with these occupations.

Because many of the services respond to demands derived from the primary and secondary goods producing sectors, the outlook for these services must echo those presented earlier. However, there is a good deal of optimism surrounding the outlook for the tourist service sub-sector, which could benefit from the "energy crisis" in the U.S. Industry spokesmen expect increased travel in B.C. by tourists from the U.S. northwest. Gasoline restrictions in the U.S. limits travel potential there, and B.C. should benefit from the holiday plans of persons attending the World's Fair in Spokane. The completion of tourist sector construction projects late in 1972 will also have a favourable impact on employment in 1973.

CHART 1
LABOUR FORCE, EMPLOYMENT & UNEMPLOYMENT
B.C. 1968 - 1973



LABOUR FORCE: REVIEW AND OUTLOOK

Changes in labour force in 1973 lagged the employment (labour demand) changes, and were of a smaller size. Thus strong employment growth in the second and third quarters was not matched by labour force increases, and unemployment rates dropped to the lowest levels experienced in the past three years. Similarly, employment decreases in the fourth quarter were not matched by equivalent labour force changes, and unemployment again edged upward. If this pattern continues, as is expected, the slowing of employment growth in 1974 will be accompanied by increases in unemployment.

The high employment growth was likely an important determinant of the sharp increase in migration to B.C., and of the unusual changes in participation rates. (Participation rates are defined as that portion of the population 14 years of age or over which is employed or seeking employment.)

The pattern of changes in age specific employment levels and participation rates provides additional qualitative information on the "degree of hardship" represented by (aggregate) unemployment rates. (See the 10th Annual Review of the Economic Council of Canada for a discussion of the use of various economic performance indicators, including the unemployment rate.) For example, in 1973 employment gains by persons aged 25 — 44 were significantly larger than labour force increases for the same group. Because this group includes the workers most firmly attached to the labour force, reduction of unemployment in this group likely reduces "hardship" more than would a similar reduction of unemployment among those only marginally attached or bound to the labour force.

In the tight labour market conditions experienced in 1973, unusual increases were estimated for the labour force participation of persons 20 — 24 years of age and for persons 45 to 64 years of age. The latter gain is perhaps most significant because it represented a change in direction from

the previous downward trend. The change for the younger group was larger than experienced in the recent past. Both changes may be viewed in part as entry (or re-entry) of persons only peripherally attached to the labour force. Both may show reduced participation (or participation growth) as members of these groups withdraw from the labour force — or do not enter it — when faced with fewer employment opportunities in 1974. Unfortunately, the lack of age-sex specific data, and errors inherent in estimation of participation by small sub-groups limit the reliability of conclusions drawn from available data.

The rapid growth of employment also apparently drew a larger portion of the male population of working age into the labour force. Participation rates for males (14+) jumped from 77.4% to 78.3% in 1973. This varied significantly from the mild downward path of males' participation rates evident in the past two years, and was nearly six times the average change recorded over the past decade. Part of this change is obviously attributable to the movement of a larger part of the population into the prime working age groups, but the sudden change also indicates a response to high levels of labour demand. With slower employment growth in 1974, this participation rate would be expected to stabilize or fall.

The female component of the labour force increased by 18,000 (or 5.7%) thereby bringing the average female work force to 333,000. The participation rate change from 38.0% to 38.7% is in line with the established trend. If participation of males falls as expected in 1974, and the female rates continue upward (although perhaps at a reduced rate), the female component of labour force should make marginal gains over the one third share held in 1973.

Total labour force growth is expected to be slower than experienced in 1973, but not as slow as employment growth. Unemployment levels would therefore be expected to rise in 1974.

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

During the past year, the labour market in the Pacific Region has shown several indications of a condition of excess labour demand. The fourth quarter results reveal a moderation of this situation, with seasonal factors having some influence. Although a weakening trend could be occurring, the labour market has shown considerable growth over the same period last year.

The unemployment rate rose from a 5.1% average in the third quarter to a 6.0% average in the fourth quarter, with no change taking place in November and December, when the rates were a consistent 6.2%. The seasonally adjusted unemployment rate edged up from 6.0% to 6.2%. However, the rate for the fourth quarter is still 1.5% lower than for the same quarter last year.

Operational statistics of the Department of Manpower and Immigration also show a slight yielding in the state of labour demand in certain occupational, industrial, and geographic areas. This is again illustrated in the statistics from the third quarter to the fourth quarter, with the levelling effect due in part to seasonal factors. Fourth quarter data showed strength when compared to the fourth quarter in 1972 in spite of the market weakening evident late in 1973. Most of these year to year gains must be attributed to the strong performance of the economy earlier in the year.

Registered vacancies showed 7796 unfilled jobs at the end of the fourth quarter, down 23% from the end of the previous quarter. Registered vacancies dropped only slightly over the same period in 1972. Client registrations, which provide a rough indication of changes in labour supply, were up by approximately 5% from the third quarter; in 1972 the rise in client registrations was less than 1%.

Although operational changes in the collection of this data have made year to year comparisons of questionable value, the comparison of the quarter to quarter changes does provide evidence of unusual softening of labour demand late in 1973. Information on placements also supports this view. The average number of clients placed per month in quarter four (10,609) declined by 30.5% from the average over the third quarter. In contrast, placements dropped by less than 20% from the third to fourth quarters of both 1972 and 1971.

TABLE 2
OPERATIONAL STATISTICS
PACIFIC REGION*

	Dec. 1973	Nov. 1973	Dec. 1972	% Change Dec. 1973/72
Registered Clients ¹ (MAN 757)	67,572	64,190	68,487	- 1.3
Registered Vacancies ² (MAN 757)	7,796	8,395	5,801	34.4
Placements ³ (MAN 751)	9,366	9,203	10,976	-14.7
Occupational Shortages ⁴	1,310	1,485	610	114.8

1 Registered clients without employment seeking full-time or part-time work (month-end)

2 Registered vacancies (month-end)

3 Regular placements plus transfer out

4 A vacancy which has remained unfilled for 30 days or longer

* Includes Yukon

OCCUPATIONAL SHORTAGES

Canada Manpower Centres also collect occupational information on jobs which have remained unfilled for 30 days. This data source clearly indicates the tight labour market conditions of 1973, but showed little signs of easing until December. In 1972 an earlier, seasonal decline in reported shortages was noted. The December 1973 results show 1310 shortages, an increase of 412 jobs from the third quarter to the fourth quarter, but a drop of 11.8% from November to December. From last December to this December, the excess demand for labour is illustrated by a 114.8% rise from 610 shortages to 1310. A continued strength is shown, although this is not evenly distributed throughout the labour market.

Major occupations reported to be in persistent shortage during the fourth quarter 1973 included:

High Demand

- Motor vehicle mechanics and repairmen
- Industrial, farm and construction machinery
- Mechanics and repairmen
- Barbers, hairdressers, and related
- Waiters, hostesses, and stewards, food and beverage
- Carpenters and related

Moderate Demand

- Commercial travellers, salesmen
- Construction electrician and repairmen
- Draughtsmen
- Welding and flame cutting
- Machinist and machine-tool setting up
- Chefs and cooks

JOB VACANCY SURVEY

The Job Vacancy Survey, a sample survey conducted by Statistics Canada, is designed to give an approximation of the number of unfilled jobs for any day over a three month period. Covering occupational, industrial, and geographic detail, the report consists of three categories — total current vacancies, full-time vacancies, and longer-term vacancies.

In the third quarter, the latest three month period for which data is available, the total current vacancies (or vacancies for full-time, casual, part-time, seasonal, and temporary jobs) show 10,400 unfilled vacancies. The sizeable increase of 3,000 vacancies, a 40.5% rise, over the same period last year illustrates the very strong growth of labour demand. Influenced by seasonal factors, a decline of 1,500 vacancies (down 11.1%) from the second quarter this year shows the easing of demand.

The full-time vacancies, vacancies for jobs with a minimum duration of four weeks, has 9,100 unfilled vacancies. Again this is an increase, of 3,100, or a 51.7 per cent growth, over the third quarter last year, and a decline of 1,500, or a 14.2% drop over the last quarter. This is also due partly to the seasonal component.

The longer-term vacancies, or full-time jobs which have been unfilled for at least one month, show marked increases over both quarter three last year, and the second quarter. There is a 2,800 difference over the third quarter last year, which is a dramatic increase of 140%, and a 1,900 rise, or a change of 65.5% over the second quarter 1973. The sharp advances of the longer-term vacancies indicate the high excess labour demand in certain areas. Although the excess demand for labour with particular skills is still high, the expected easing of employment growth rates may lead to a better balance between supply and demand.

Occupations Most In Demand

The occupational groups showing the greatest demand in the Pacific Region in the third quarter are listed below.

Service Occupations: especially food, beverage and lodging occupations (particularly cooks, waitresses, chambermaids)

Clerical and Related Occupations: stenographers, typists, bookkeepers

Sales Occupations: commodity salesmen and service salesmen

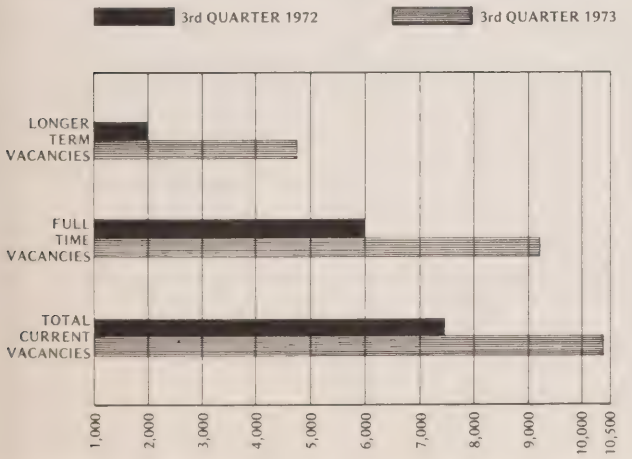
Fabricating, Assembling, and Repairing Occupations: mechanics, repairmen

Construction Occupations: construction labourers, electrical power repairmen

It must be noted that the occupational areas reporting the largest number of vacancies are also the largest components of the province's total labour force. The 1971 census data, recently released, illustrates this point.

CHART 2

JOB VACANCY SURVEY PACIFIC REGION



**LABOUR FORCE 15 YEARS AND OVER,
BY OCCUPATION
MAJOR GROUPS FOR B.C., 1971**

Occupation Group	Number	% Distribution
Managerial, Administrative and Related Occupations	32,600	3.6
Occupations in Natural Sciences, Engineering and Mathematics	23,600	2.6
Occupations in Social Sciences and Related Fields	8,200	.9
Occupations in Religion	1,800	.2
Teaching and Related Occupations	31,700	3.5
Occupations in Medicine and Health	34,000	3.7
Artistic, Literary, Recreational and Related Occupations	8,400	.9
Clerical and Related Occupations	141,700	15.8
Sales Occupations	96,100	10.6
Service Occupations	119,400	13.1
Farming, Horticultural and Animal Husbandry Occupation	27,800	3.0
Fishing, Hunting, Trapping and Related Occupations	4,200	.5
Forestry and Logging Occupations	19,200	2.1
Mining and Quarrying including Oil and Gas Field Occupations	5,700	.6
Processing Occupations	44,300	4.9
Machining and Related Occupations	19,500	2.1
Product Fabricating, Assembling and Repairing Occupations	52,900	5.8
Construction Trades Occupations	68,900	7.6
Transport Equipment Operation Occupations	39,700	4.4
Materials Handling and Related Occupations	32,400	3.6
Other Crafts and Equipment Operating Occupations	10,200	1.1
Occupations, Not Elsewhere Classified	9,200	1.0
Occupations Not Stated	78,600	8.6
All Occupations — Total	910,000	100.0

Source: 1971 Census, Statistics Canada

WAGE AND SALARY RATES IN BRITISH COLUMBIA

COMMUNITY WAGE AND SALARY RATES

October 1, 1973

Occupation	VANCOUVER		VICTORIA	
	Weekly Wage		Weekly Wage	
	Average	Predominant Range	Average	Predominant Range
	\$	\$	\$	\$
Office Occupations:				
Male				
Accounting Clerk, Junior	135	98 - 167	129	87 - 160
Accounting Clerk, Senior	175	127 - 227	153	110 - 196
Bookkeeper, Senior	183	129 - 231	184	104 - 248
Clerk, Intermediate	146	110 - 188	—	—
Computer, Peripheral Eq. Op.	144	104 - 202	—	—
Draughtsman, Junior	148	115 - 182	152	104 - 164
Draughtsman, Intermediate	190	162 - 223	201	172 - 218
Draughtsman, Senior	221	191 - 258	215	194 - 241
Office Boy	101	77 - 117	101	77 - 125
Order Clerk	162	120 - 211	158	90 - 199
Stock Records Clerk	164	115 - 208	174	83 - 198
Female				
Accounting Clerk, Junior	111	90 - 138	109	87 - 131
Accounting Clerk, Senior	135	104 - 166	125	95 - 155
Billing Machine Operator	117	93 - 138	119	90 - 140
Bookkeeper, Senior	147	112 - 185	131	97 - 173
Bookkeeping Machine Operator	116	96 - 138	121	81 - 149
Calculating Machine Operator	124	95 - 163	110	87 - 125
Intermediate Clerk	129	104 - 161	—	—
File Clerk	95	79 - 115	97	84 - 107
Key punch Operator, Junior	118	100 - 135	102	84 - 121
Key punch Operator, Senior	135	115 - 156	133	89 - 163
Order Clerk	149	102 - 175	—	—
Secretary, Junior	128	104 - 155	130	104 - 148
Secretary, Senior	147	121 - 178	138	105 - 162
Stenographer, Junior	115	96 - 132	110	92 - 121
Stenographer, Senior	131	110 - 152	125	104 - 143
Stock Records Clerk	116	88 - 150	104	73 - 112
Telephone Operator	113	92 - 137	106	87 - 131
Typist, Junior	100	85 - 118	101	80 - 124
Typist, Senior	114	98 - 134	106	96 - 121

Source: Wage Rates, Salaries and Hours of Labour, Advance Report. Canada Department of Labour.

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Dawson Creek, Douglas, Huntingdon, Kamloops, Kingsgate, Nelson, New Westminster, Osoyoos, Prince George, Vancouver, Vancouver International Airport

VICTORIA: Nanaimo, Prince Rupert, Sidney, Victoria

AREA HIGHLIGHTS

METRO VANCOUVER AREA

Discounting seasonal factors, 1973 fourth quarter employment conditions in Metro Vancouver were somewhat improved over the situation a year ago. More job vacancies were received from employers and growing numbers of skill shortages attested to a tightening labour market. Such conditions prevailed through most of 1973. Not until about the year-end did signs of weakness begin to appear, as in manufacturing where material shortages forced production cutbacks and some layoffs.

How 1973 compared to 1972 in terms of labour market activity is illustrated by operational vacancy statistics presented in the table below. A similar trend appears in the average of full-time vacancies for the first three quarters of 1972 and 1973 obtained from the Job Vacancy Survey. Third quarter full-time vacancies in the long term category reached 38 per cent; about the same proportion as last year.

QUARTERLY AVERAGES OF VACANCIES RECEIVED

Metro Vancouver Area

	1972	1973	% Change
1st Quarter.....	5772	6721	+17.4
2nd Quarter	7219	11806	+63.5
3rd Quarter	7016	8948	+27.5
4th Quarter	6631	9052	+36.5

Among the area's major industries, services, following a well established trend, produced the greatest number of new jobs. The largest percentage increase in total job vacancies occurred in the transportation sector which showed an increase of 45 per cent for the year. Manufacturing was next with a 40 per cent increase. Services increased by 29 per cent, public administration and trade were up by 23 per cent. The increase in vacancies from the construction industry was 18 per cent.

Several factors account for recent employment growth in the transportation sector. Most important is the general level of economic activity and the industry's sensitivity to the business cycle. Demand has been strong in the construction component of transportation and there has been a

considerable increase in the movement of goods through the port of Vancouver. Population growth is another important determinant of demand for transportation services. Expansion of the urban transit system created jobs for 200 more bus drivers in the last half of 1973, and further expansion is planned for the next few months. New jobs also resulted from the expanded repair and freight handling facilities of B.C. Rail at Squamish. On the negative side, a shortage of bunker oil for ships and a general decline in world trade caused by energy difficulties certainly could have an adverse effect on Vancouver's transportation industry. Strikes in the construction and forestry industries during 1974 negotiations also would affect the transportation industry.

Almost all components of the manufacturing sector experienced employment increases during 1973. Machinery industries and manufacturers of transportation equipment were particularly strong despite a strike in the fourth quarter at Hayes Manufacturing, a producer of heavy trucks. Adding to the employment base in transportation equipment manufacturing is the new boxcar plant at Squamish presently under construction. Completion is planned for mid 1974 but steel shortages are causing delays. Shipyards, with new contracts are expected to remain busy for the next two years.

Wood products manufacturers operated near capacity through most of 1973, except for a period during the summer when fallers were on strike and log supplies were curtailed. Vacancies received in 1973 represented an increase of 36 per cent over 1972. Until the fourth quarter many mills operated three shifts but towards year-end the pace slackened. Permanent closure of the Evans Products Ltd. plywood plant in Vancouver displaced 240 workers but almost 200 were able to find other employment. The same company also closed a sawmill and planer mill at Pemberton but reopened the sawmill after about a month. More substantial cutbacks may occur as the U.S. housing industry demand falls as expected in 1974. Almost 90 per cent of the shingle industry production goes to U.S. housing. By June about 14,000 woodworkers employed in the area will be involved in collective bargaining, creating more uncertainty for the industry.

Another major component of the manufacturing sector is metal fabricating. Vacancies received from these firms in Metro Vancouver were up by 40 per cent over 1972. Shortages of skilled fitters, fitter welders and machinists were common in the industry throughout most of the year. More serious for local plants were shortages of raw materials such as steel.

In 1974 supply problems and demand shifts may become even more important for the area's secondary industries. More layoffs such as at Vanguard Trailers where 140 workers were idled are certainly possible. Plastics and fiberglass now in short supply undoubtedly will affect employment in local boatbuilding firms.

For the construction industry 1973 vacancies were up 18 per cent over the previous year but a large part of the increase is attributed to the aftermath of numerous strikes and slowdowns the year before. Fewer major projects were started during 1973 than in 1972. In the nine months ending September the value of building permits actually declined by 8 per cent from the comparable 1972 figure. Residential, institutional and government permit values were above 1972 levels but industrial and commercial values were well below. For the first 11 months of 1973, housing starts were up slightly but other commercial projects underway since 1972 contributed more to maintaining the demand for skilled manpower. Projects underway include a few industrial plants, ocean terminal facilities, hospital expansions, a major hotel and a large office and trade complex. Major commercial and industrial developments proposed for 1974 are a \$25 million cement plant and a \$62 million expenditure to expand capacity at two oil refineries. Also planned are federal and provincial government buildings, another office and retail complex and more major redevelopment projects for Vancouver.

In response to population increases, expanded facilities, and increasing consumer expenditures, retail trade employment continues to grow in the Vancouver area. Vacancies received in 1973 were 21 per cent above the total for 1972 but a majority of these were for part-time positions only. At the present time in Vancouver the store occupancy rate is virtually 100 per cent. The wholesale component of the trade sector in contrast showed only a minimal increase in job vacancies during 1973.

Finance, insurance and real estate also showed only a minimal employment increase over 1972. Opening of the Insurance Corporation of B.C.'s head office in Vancouver created a considerable number of jobs but the net effect on total employment was small because many had left firms whose business was taken over. Employment in

Vancouver brokerage firms was less than the level of recent years. The value of shares traded on the Vancouver stock exchange was down by almost 39 per cent from last year. Each month's volume was lower than the corresponding figure of the year before.

Opening of several new hotels and the completion of new office buildings during 1973 created more new jobs in the service industry. Tourism is now a major industry in Vancouver as convention trade continues to grow. Personal service vacancies, up by 19 per cent for the year, represented the largest proportion of the industry total. Services to business management vacancies increased by 31 per cent over 1972. Public administration, which might be included with the service industry, produced a 23 per cent increase in vacancies for the year. Most of that increase was at the municipal level of government, reflecting results of Local Initiatives Programs.

Other manpower shortages are concentrated in the medicine and health, clerical and related, sales, service and engineering occupational groups. Vacancies for registered nurses reported by their association are 24 per cent higher than a year ago. Occupational therapist and psychiatric nurses are major persistent shortages in the medicine and health group. In clerical and related fields key punch operators, secretaries, stenographers and clerk typists are in short supply. Sales representatives to work on a commission basis are a long standing shortage. Recently the number of hard-to-fill vacancies for architects, architectural draftsmen, design and structural engineers and related occupations increased significantly.

As it might be expected under the conditions of strong demand that prevailed through most of 1973, labour force participation rates and the proportion of the working age population employed reached historical highs.

Quarterly Average of Participation Rates* Metro Vancouver Area

	1972	1973
1st Quarter	60.6%	60.5%
2nd Quarter	60.8	62.1
3rd Quarter	60.8	61.8
4th Quarter	58.9	59.8

SOURCE: Labour Force Survey

*Percentage of the working age population employed or seeking employment

At the same time Vancouver's unemployment level dropped significantly. After reaching a peak of 10.5 per cent in January of 1973 the unemployment rate declined steadily to a low of 4.0 per cent in August, the lowest rate since 1969. This occurred despite continuing pressures of labour supply from in-migration and increasing numbers in the prime working age groups. The annual average unemployment rate for Metro Vancouver in 1973 was 6.4 per cent compared to 8.0 per cent in 1972.

Quarterly Averages of Unemployment Rates Metro Vancouver Area

	1972	1973
1st Quarter	8.0%	8.7%
2nd Quarter	8.8	6.4
3rd Quarter	7.6	5.1
4th Quarter	7.8	5.4

SOURCE: Labour Force Survey

Areas of uncertainty in the outlook for 1974 are several. A large proportion of the labour force will be involved in collective bargaining during the year. Wood products manufacturing, construction, transportation and parts of the service industry will be affected most. Housing construction and other construction slackened in the final quarter of 1973. Production levels in manufacturing also were reduced in the final quarter, a result of material shortages and less demand. Further layoffs for these reasons could occur and may accentuate winter unemployment in the first quarter of 1974.

As well as uncertainty there is underlying strength in the local economy to sustain employment levels at least through the first half of 1974. The shipbuilding industry has new contracts, housing demand is strong and several major projects are in various stages of construction. More new jobs in transportation are expected in 1974. The hospital-ity industry also is expecting a good year. On the whole therefore, employment growth while still positive is expected to be somewhat less in Metro Vancouver during 1974.

VANCOUVER ISLAND AREA

In 1973 the Vancouver Island Area labour market mirrored the buoyant economic conditions experienced by most industrial sectors throughout the year.

Although there is no firm measure of overall employment changes for the Area there are a few indicators which point out that the Vancouver Island employment base showed virtually unparalleled gains during the year.

A good guide to the more aggressive job market is the level of vacancies notified to Canada Manpower. During 1973 the Vancouver Island Area Manpower Centres were asked to assist local employers in filling 31,900 vacancies. This compared with 22,500 vacancies in 1972. Of additional importance in this picture is the timing of the availability of jobs, which is illustrated in the following table.

VACANCIES NOTIFIED Vancouver Island Area

Quarter		1972	1973	
I		5,600	8,000	High Demand
II		6,900	9,600	" "
III	slack	5,800	8,300	" "
IV	job market	4,200	6,000	" "

The slack job market of late 1972 turned around rapidly at the start of 1973 and this strength was maintained for the full year.

Another key to this employment expansion is found in Statistics Canada's Labour Force Survey results for Vancouver Island.

Unemployment was whittled down during 1973 to 6.0 per cent of the labour force which compares with unemployment rates of 6.5 per cent or just over during the previous three years.

This change sounds rather minor but must be considered against the considerable labour force growth that took place during 1973. The participation rate, which measures the proportion of the population over 14 years of age that are actively involved in the labour market, rose dramatically during 1973 to a little over 55 per cent. This is a great contrast to the sluggish pattern of the previous few years when only 52 per cent of the working age population were in the labour force.

Almost all industries contributed to the overall strength of the area economy; however the impetus for growth was provided by the few essential sectors.

Most Vancouver Island centres depend directly on the forestry industry. The continued high

market demand for lumber products encouraged logging and wood manufacturing firms to operate at full capacity and high employment levels throughout the year. This sustained employment level, even more than the relatively small employment gains in these sectors, provided an extremely strong consumer base.

This effect was added to by the pulp and paper mills reaction to the sharp rise in newsprint demand which occurred by mid-year. Despite some problems caused by industrial strife, this sector's overall operations were lifted from close to 80 per cent of capacity in the last couple of years to full capacity in 1973. An added note on this sector is that the slipping employment trend was reversed quite substantially when the Ocean Falls Mill, which was progressively closed down over 1972 and early 1973, was revitalized under Provincial government ownership to provide jobs for over 300 people.

Employment strength was also noted in the transportation sector; largely in water transportation associated with wood manufacturing. During this year Nanaimo's position as a major trans-shipper of forest products also became more firmly established. At year end arrangements were finalized for all of Ocean Falls production to be barged to Nanaimo for shipment. This strong position also emphasized that the proposed Nanaimo harbour development is likely to be firmed up for an early start.

However in Victoria the economic boom was fueled by a rather different "base industry". For many years the public administration sector has provided an underlying stability to the local economy and in 1973 this sector played the largest part in lifting the Victoria economy out of "doldrums" of the last few years.

The major boost came from the direct employment effect of increased hiring of Provincial civil servants; an estimate of a 25 per cent increase or at least 1,000 new jobs in Victoria during 1973 is frequently quoted. Added to this is the more indirect effect of increasing disposable income in the area through the pay increased of at least 10 per cent for Provincial civil servants.

Alongside of this expansion there was sustained strength in the Victoria shipyards, with employment levels of about 500 during this year compared to a little over 200 in 1972.

Fabricating shops associated with this sector also added to the far better than usual payrolls from the area's manufacturing industry.

Further support was given to the local economy by the high level of construction activity that soon developed in Victoria and which continued unabated throughout the year. Building permits issued in the City of Victoria in 1973 amounted to

\$43.6 million, compared to \$30.4 million in 1972. Similarly, Saanich issued building permits for construction worth \$30.8 million in 1973; \$5 million above 1972. The labour market impact of this space of development was an almost unprecedented full year of employment for virtually all construction tradesmen in 1973.

Similar high levels of construction activity, with extensive residential developments, were obvious throughout Vancouver Island. Most centres reported full employment of construction workers for most of the year.

Tourism which has been gaining in importance consistently over the years, started the 1973 season with promise of a bonanza year. Unfortunately this was dampened by the ferry strikes but the overall effect has been another gain this year. The following point out recent extensions of tourist activity on Vancouver Island: a good hard-topped road is now open to the Pacific National Park at Long Beach; cruise ships regularly visit Campbell River; Courtenay's commercial developments emphasize good quality motels.

Another sharp and somewhat unexpected nudge to several local economies came from excellent fishing season that most commercial fishermen had in 1973. A fall-out of this sector's recent strength is a proposal for two fish processing plants to be built in Port Alberni; also included in the proposal is a specialty restaurant to combine this primary activity with the growing tourist industry in the area.

The expansionary impact of these various industrial sectors on the retail trade and on the services oriented to the local population further increased employment growth, throughout the Vancouver Island Area. Most noticeable were increases in the Victoria area where employment in many retail stores grew by 15 to 20 per cent; however almost all this employment growth has been for part-time workers. Extensive commercial developments have also been initiated or proposed for a start in 1974 against this backdrop of increased consumer spending power.

The extent of this employment expansion across most industries and throughout the Vancouver Island Area has to a large part been matched by the expansion of available workers. However a discrepancy between available jobs and skills has been noted during the year.

Increased shortages have been reported by all Vancouver Island Manpower Centres for skilled and experienced workers in the following trades: millwright, heavy duty mechanic, industrial electrician, auto-body repairman, welder. Victoria's expanded job market has led to a much wider range of skills in semi-professional and many trade areas being reported as shortages. On the other hand

there are still large numbers of unemployed persons in the area, who most frequently lack sufficient experience to meet the employer's requirements. The largest surpluses of these people continue to be noted in clerical, service and construction occupations.

The strong base established during 1973 will enable the labour market to remain healthy for the early part of 1974. However the outlook for the remainder of the year is clouded. Material shortages may hit local construction projects or manufacturers and the consumer boom, which has already slowed in other parts of Canada, is likely to tail off on Vancouver Island within a few months. There is also the possibility of extensive industrial disruption to be considered, as major construction and woods agreements expire in mid 1974.

The Victoria area does appear to have a guaranteed growth economy for more of 1974; there are signs of continued employment increases for the government sector, and commercial expansion to catch up with the boom of 1973 is only just under way. However even in Victoria the rate of growth is likely to be lower than during this last year.

During the past year the Area's population, presently estimated at 400,000, rose by approximately 19,500, equivalent to a growth rate of 4.9 per cent per annum, well above the 3.6 per cent annual increase recorded between 1966 and 1971. However, the rate of growth during 1973 varied greatly between individual sub-areas, ranging from a peak of approximately nine per cent in the Central Okanagan to about five per cent in the Thompson-Nicola, North Okanagan, East Kootenay, and Okanagan-Similkameen districts, and dropping to an estimated one per cent in the West Kootenays. A significant increase in growth developed in the Greater Vernon and Penticton areas in 1973, but this was partially offset by a slight reduction in the previous high levels prevailing in the East Kootenays since 1970.

A heavy influx of migrants, attracted to the Okanagan as a very desirable place to live, is providing the main impetus to growth in these areas. As this flow is primarily from the Prairies, improved economic conditions forecast for these provinces is likely to sustain this trend into 1974. Population in the Thompson-Nicola and East Kootenay districts is again expected to increase by about five per cent during 1974.

The District's labour force which has been increasing at a rapid rate since 1970, ranging from 6 — 7 per cent per annum, maintained its momentum into 1973. Approximately 10,000 more persons were added to the work force during the past 12 months, raising the year-end total to an estimated 160,000. As in past years the heavy influx of new entrants into the labour force from outside the District and increased female participation continued during 1973.

A significant expansion in employment also occurred during the year, notably in the forest based, trade and hospitality sectors. However, as the gains were barely sufficient to absorb the growth in the labour force, unemployment dropped only marginally from the estimated 1972 average of 7.2 per cent recorded for the Interior Districts of B.C. As in past years unemployment peaked during January and February at almost 10 per cent, subsequently dropping to about 4.5 per cent during August and September.

ECONOMIC AND EMPLOYMENT INDICATORS
Okanagan-Kootenay Area 1972, 1973

	1972	1973	Per Cent Increase
Vacancies listed by Employers at District Manpower Centres	40,217	49,637	23.4
1 Timber Scale Estimate (million cubic feet)	466.7	557.1	19.4
1 Employment Estimate: Logging Sawmills, plywood-veneer plants	6,040	6,670	10.4
	9,700	11,350	17.0
2 Tree Fruit & Grape Production (Tons)	171,150	206,523	20.7
Estimated Sales Fruit & Fruit Products (\$ million)	43.3	52.0	20.0
3 Value Residential & Non-Residential Building Permits (\$ million)	154.2	183.9	19.3
3 Value Residential Building Permits (\$ million)	92.8	112.9	21.6
3 Number Dwelling Units Started in Okanagan-Kootenay Manpower Area:	6,180	6,319	2.2

1 Source: *B.C. Forest Service Nelson, Kamloops & Cariboo Forest Districts.*

2 Source: *Horticultural Branch, B.C. Department of Agriculture.*

3 Source: *Smaller organized areas — Statistics Canada, Building Permits Catalogue No. 64-001, October 1972, 1973 — covers only 10 month period January-October.*

Cities and Regional Districts — monthly building reports; covers full year.

A slightly slower rate of growth in both labour force and employment is projected for 1974. At the moment there is considerable uncertainty in the key construction, mining and forest based industries. Major industry contracts are up for renewal during the coming year; also details on rumoured new provincial levies to be imposed on forest and mineral products will not be available for evaluation until the spring session of the legislature is underway. Consequently, little change in the work force of these basic industries is likely to develop until the second half of 1974.

Buoyant conditions in residential construction and the forest based industries, which in turn stimulated the service producing sectors (notably wholesale and retail trade), spearheaded economic and employment activity in the Okanagan-Kootenay district during 1973. Additional impetus was generated by a bumper Okanagan fruit crop and a favourable season for the travel industry generally throughout the District. As indicated by the undernoted statistics, gains were recorded in the important agricultural, construction and forest based industries during 1973, and a substantial increase in total employment activity was reported at the District's Manpower centre. Vacancies listed by employers at offices in the Kamloops, Okanagan and Kootenay areas exceeded the 1972 total by almost 23 per cent, almost on a par with the record increase of the 1972/71 period.

On the basis of information on hand in January, employment is expected to increase by approximately four per cent during 1974 adding almost 6,000 persons to District payrolls. However, as mentioned previously, any projections made at this time are clouded by uncertainties in the key mining, construction and forest products industries posed by renewal of union contracts and by possible imposition of new levies on mineral and forest products.

A continued high level of construction, especially in the residential, institutional, commercial and hydro-electric sub-sectors and a further buildup of shopping, catering and hospitality facilities should provide the main impetus to employment growth in the District during 1974. Substantial growth in mining and non-forest based manufacturing is also expected to develop during the year. A brief review of the more important industries, comparing conditions in 1973 with the outlook for 1974, follows.

Harvesting of the largest Okanagan apple crop since 1967 created strong demand for seasonal farm labour during the past year, enabling fruit packing houses and processing plants to operate near peak capacity. As preliminary estimates for 1974, prepared by the horticultural branch of the provincial department of agriculture, project a substantial increase in the tonnage of both apples and grapes, manpower requirements are likely to be at least on a par with that of the previous year, probably slightly higher.

Although little change in the level of agricultural employment is likely to occur during 1974, the new Provincial Land Development Act designed to assist all segments of the industry to become more economically viable, should provide a measure of stability heretofore lacking to this sector of the District's economy. The income insurance scheme, tentatively adopted by Okanagan fruit growers, in particular should benefit the fruit and vegetable

industry of this area, which over the years has been subject to continual fluctuations depending on market and crop conditions.

Record high price levels for lumber products which developed during the second half of 1972 continued into 1973, maintaining production at sawmills throughout the District at almost peak capacity. An estimated 1,650 workers were added to the 9,700 employees on company payrolls at the end of 1972. Several major producers added a third shift to take advantage of the booming lumber market. Increased raw material requirements for processing plants provided work for over 600 more loggers, up ten per cent over 1972.

Officials of the B.C. Forest Service at the Nelson and Kamloops District offices do not anticipate any further expansion to develop in the forest based industries during 1974, and even envisage possibly a slight decline in both log and lumber production. A few mills now operating a third shift are likely to revert back to a normal two-shift basis.

Virtually no change occurred in the level of mining employment in the Okanagan-Kootenay District during 1973. Closures of several producing properties were largely offset by start-up or re-opening of other mines in the District. However, an estimated 400-500 workers should be added to District payrolls during 1974 as listed below:

Projected Expansion In Mining Employment Okanagan-Kootenay Area 1974, 1975		
Bralorne Resources Ltd. — projected re-opening gold mine west of Kamloops in 1974 or 1975	New Jobs	150-200
O.K. Syndicate (Alwin property) — possible resumption production at Highland Valley underground copper operation, southwest of Kamloops		100
Kamad Silver Co. Ltd. — expect to start production at Adams Lake property northeast of Kamloops		30-40
Silverquick Development Co. (B.C.) Ltd. — startup planned for mercury mine at Goldbridge, west of Kamloops		20
Dankoe Mines Ltd. (Utica claim) — re-opening Cawston property, south of Penticton		50
Giant Mascot Mines Ltd. — expect to resume production at Greyhound property at Greenwood, west of Trail		60-70

Secondary manufacturing plants, excluding forest-based establishments, added approximately 500 employees to their staffs during 1973, largely in the Okanagan and Grand Forks areas. Approximately 500 more workers will be hired in 1974 at new operations planned for Kamloops, Ashcroft, Salmon Arm, Penticton, Kinnaird, Creston and Cranbrook. In both years truck, trailer, mobile home and recreational vehicle manufacturers will absorb about half the additional manpower requirements.

Residential, commercial, institutional and hydro construction provided the main source of strength to this sector during 1973. As in 1972, residential building again spearheaded employment activity in this industry. Over 6,300 dwelling units were started, surpassing the previous record set in 1972. As noted below, significant gains in the Vernon and Penticton areas more than offset reduced activity in the Thompson-Nicola and Central Okanagan Regional Districts.

Residential Construction Statistics Okanagan-Kootenay Area		
MANPOWER AREA	Number Dwelling Units Started	
	1973	1972
Kamloops-Ashcroft	1 689	2 157
Vernon-Revelstoke	1 636	1 114
Kelowna	1 509	1 902
Penticton-Princeton	812	359
Cranbrook-Fernie	441	432
Nelson	126	87
Trail-Grand Forks	106	129
Total, Above Areas	6 319	6 180

Barring a prolonged strike, approximately 1,000 men should be added to the 1973 work force in this sector, primarily for the projected buildup of crews on the Mica and Kootenay Canal projects and associated transmission lines now under construction from these sites to the Lower Mainland. Little change from 1972 levels is expected to develop in the other sub-sectors of this industry. Industrial construction may possibly pick up during the last quarter of 1974 if preliminary work gets underway at major mine projects planned for the Kamloops-Ashcroft area.

Increased employment in the trade and hospital-ity industries spearheaded growth in the District's service producing sectors during 1973, largely attributable to continued expansion of shopping centre capacity and a very good tourist season. In addition, government offices, schools, hospitals and related institutions, and a further buildup of telephone, bank, real estate and business services personnel continued during the current year. With

population and labour force growth rates expected to be almost on a par with 1973 levels, employment expansion in the services group during the coming year should be somewhat similar to that of the past twelve-month period. As in 1973, growth in the trade and hospitality industries is expected to be dominant in the service producing classifications, spearheaded by a further expansion of shopping, accommodation and restaurant facilities.

The substantial overall buildup of the Okanagan-Kootenay work force during 1973 was reflected in a 26 per cent increase in the number of vacancies placed by employers at District manpower centres, exclusive of seasonal farm labour. Compared to 1972, activity was up at all centres, ranging from a low of 9 per cent to high of 42 per cent. Also, as indicated below, moderate to strong gains were reported in nearly all sectors.

VACANCIES NOTIFIED, BY INDUSTRY			
Okanagan-Kootenay Area			
	1972	1973	
Agriculture (excluding seasonal farm labour)	533	1,046	
Forestry - logging	1,504	2,243	
Mining	1,436	1,683	
Manufacturing:			
Wood	1,793	2,268	
Other	<u>2,970</u>	<u>3,823</u>	6,091
Construction	5,262	6,024	
Transportation			
Communication			
& Utilities	1,919	1,948	
Trade	3,769	4,699	
Finance, Insurance			
& Real Estate	778	933	
Services: Accommodation,			
Food & Personal			
Services	5,658	6,678	
Education,			
Health, Busi-			
ness & Other	<u>3,485</u>	<u>4,945</u>	11,623
Public Admin-			
istration	2,597	3,807	
Total Above Sectors	<u>31,704</u>	<u>40,097</u>	

In addition, demand for seasonal farm labour to harvest a bumper Okanagan fruit crop rose moderately during 1973. Vacancies listed by orchardists at the District's eleven farm labour offices between May and October totalled 9,540 as compared to only 9,022 in 1972.

Strong demand for workers, in the forest products industries and for coal mines in the East Kootenays prevailed throughout 1973. A very high rate of labour turnover accentuated the demand in these sectors.

Underground coal miners, heavy equipment operators, heavy duty and maintenance mechanics, millwrights, welders, steel fabricators, electricians and pipefitters were in short supply almost continuously at the Fording and Kaiser operations. Vacancies for fallers, log loaders, skidder operators and skilled sawmill tradesmen were also very difficult to fill on occasion, particularly at more isolated locations. Possible minor cutbacks in production during 1974 should ease the overall tight labour supply in the forest based industries, although lack of suitable accommodation and social amenities will continue to pose difficulties for some establishments. However, no relief is envisaged for the hard pressed coal mines in the Fernie-Sparwood area.

A record year in residential building exerted strong pressure on the District's supply of non-union tradesmen in the Kamloops, Cranbrook and Okanagan areas. Carpenters, plasterers, brick and stone masons were in short supply during the summer and fall. As residential construction is expected to continue at a high level during 1974, little change in the 1973 occupational pattern is likely to develop. A moderately strong demand for union tradesmen also prevailed during 1973. However, in general an adequate supply of clients was available to meet the requirements of employers. Barring a major strike, no significant change in manpower needs for union workers is envisaged for 1974. Possible startup on proposed major industrial projects could intensify demand during the last half of the year.

In the service producing classifications, demand was also fairly active during 1973 particularly in the trade, finance and hospitality industries. The availability of students during the seasonal tourist peak generally relieved the pressure for workers required by establishments catering to travellers. However, shortages for waitresses and cooks became quite acute at restaurants and hotels in smaller or more isolated communities, and at the larger centres turnover was quite high, generally above the level of 1972. Little change in the past year's pattern is likely to develop during 1974.

Other noteworthy occupations in short supply in the service oriented industries during 1973 included accountants, legal secretaries and stenographers, commercial and insurance salesmen, live-in housekeepers, licensed cosmetologists and hair stylists, television and appliance repairmen, draftsmen, engineers, nurses and related medical and health personnel. In addition, an acute shortage of

certified automobile mechanics persisted almost continuously during 1973, ranging from a monthly low of 26 vacancies to a high of 71. No significant difference is expected to occur in the above occupations during 1974.

Although employment opportunities in the District expanded at a rapid rate during 1973, the continuing heavy flow of clients into the labour force maintained the already existing over-supply of job seekers in occupations such as secretaries, stenographers, office clerks and related, sales clerks, hospitality and unskilled labour occupations. A substantial number of these clients were inexperienced or were not mobile, and consequently could not be referred to unfilled vacancies in these occupations. Little change in the past year's experience is likely to develop during 1974.

The slowdown in industrial construction following completion of major mining and forest industry projects in 1972 created a surplus of certain categories of union tradesmen, notably operating engineers and labourers. Unemployment continued to be fairly high in both these groups during 1973 and no significant improvement is likely to develop until new large scale projects get underway, possible during the last half of 1974.

NORTH-CENTRAL AREA

Canada Manpower Centres in the North-Central Area were notified by area employers of nearly 3,500 additional vacancies in 1973 as compared with 1972. The largest share of vacancies continued to be in the service sector, followed by manufacturing (largely wood and pulp mills), construction, trade, and forestry. Detail is included in the following table.

VACANCIES NOTIFIED, BY INDUSTRY

North Central Area

	1972		1973	
	Number	Percent	Number	Percent
Agriculture	551	2.0	617	2.0
Forestry	3,098	11.1	2,990	9.5
Fishing & Trapping	64	0.2	33	0.1
Mines, Quarries & Oilwells	869	3.1	915	2.9
Manufacturing	4,309	15.4	5,418	17.1
Wood	(2,717)	(9.7)	(3,439)	(10.9)
Paper & Allied	(640)	(2.3)	(848)	(2.7)
Other	(952)	(3.4)	(1,131)	(3.6)
Construction	4,077	14.6	3,926	12.4
Transportation & Communication	2,188	7.8	2,625	8.3
Trade	3,255	11.6	3,713	11.7
Wholesale	(676)	(2.4)	(978)	(3.1)
Retail	(2,579)	(9.2)	(2,735)	(8.6)
Finance, Insurance & Real Estate	617	2.2	744	2.4
Services	6,904	24.7	8,330	26.3
Personal	(4,197)	(15.0)	(4,546)	(14.4)
Other	(2,707)	(9.7)	(3,784)	(12.0)
Public Administration	2,021	7.2	2,314	7.3
Unallocated	1	—	1	—
Total	27,954	100.0	31,626	100.0

If Forestry, Wood Manufacturing and Paper Manufacturing are aggregated they account for 23.1% of vacancies in both years. If some shares of construction and transport and communication were allocated to this grouping as well, then the total of forest extraction and processing industries could be considered a greater source of vacancies than even the broad services classification. It should be noted, however, that forestry alone (logging) actually produced fewer vacancies in 1973 than in 1972. Within the services area personal services, such as hairdressers, laundries, hotels, restaurants and so forth account for more than half of all services vacancies. Total vacancies notified to CMCs in the North-Central area, while not being all vacancies in the district, do indicate a heightening of labour demand in that they increased by 13% over 1972.

Persistent shortages, as reported in the monthly shortages report, indicated acute demand in three areas; graduate nurses, motor vehicle mechanics, and millwrights and other industrial and construction machinery repairmen. There were also heavy shortages of first aid attendants, barbers and hairdressers, waiters, log hoisters, miners, wood processing labourers, tool and die mechanics, welders, and construction electricians. Lighter shortages were in the fields of radiology and medical laboratory technicians, secretaries and stenographers, chefs and cooks, domestic service people, sheet metal workers, electrical repairmen, and pipefitters and plumbers. It is the demand for millwrights which is by far the most crucial for the year as a whole, there being an average requirement of 21 workers in the first half of the year and approximately 47 workers in the latter half, for a yearly average of 35. Motor vehicle mechanics shortages were about 24 positions over the year, being about 17 in the first half and 31 in the second half. For graduate nurses the yearly average was 23, but tended to be concentrated in the second and third quarter when the needs averaged about 41 positions. In general, the shortages list was greatest in the third quarter, though the difference from the final quarter was slight.

From Statistics Canada there are available summaries of building permits issued for the period January to October of 1973. The following table presents the figures for these months in both 1972 and 1973 arranged by Regional District. For the Bulkley Nechako, Kitimat-Stikine, and Skeena A Regional Districts there are figures only for the organized municipalities within these districts; permits for work in unorganized areas are therefore missing in these three cases.

The total construction planned, then is up from \$74.7 million in 1972 to \$119.0 million in 1973, an increase of 59%. Planned residential construc-

tion is up by 56% in value terms, but only 33% according to number of dwellings, while non-residential permits are up by 63% in value terms. The value of institutional and governmental permits actually declined in 1973, but commercial permits were roughly double and industrial permits triple their 1972 levels. In both years roughly 45 to 50 per cent of all permit-values issued were in the Fraser-Fort George District.

Figures on employment in logging and sawmilling, but not including plywood or pulp operations, have been made available by the Provincial Government's Forest Service. By combining the Cariboo, Prince George, and Prince Rupert Forest Districts (with the exceptions of two small sub-areas), the North-Central Area is approximately delineated. The Forest Service reports 1972 employment of 8,300 men in logging and 8,600 men in sawmilling; for 1973, there were 8,900 men in logging, an increase of 7%, and 10,100 men in sawmilling, an increase of 17%. Employment in logging in the Cariboo Forest District declined even though sawmilling employment increased in that district. The Forest Service cautions that these estimates are the results of an annual, informal survey in which smaller or more transient logging contractors may be inadvertently overlooked.

Building Permits By Regional District

January to October 1972 and 1973

Values (000's of \$)

District and Year	Residential	Non-Residential	No. of Dwelling Units
1972			
Cariboo	7,220	8,520	425
Bulkley-Nechako	1,873	3,823	125
Fraser-Fort George	22,961	11,732	1,312
Kitimat-Stikine	2,724	3,771	130
Peace River-Liard	3,641	5,902	185
Skeena A	1,620	949	63
Total	40,039	34,697	2,240
1973			
Cariboo	10,394	10,414	494
Bulkley-Nechako	3,124	5,858	162
Fraser-Fort George	36,620	20,044	1,696
Kitimat-Stikine	5,383	5,692	292
Peace River-Liard	4,355	6,368	242
Skeena A	2,494	8,241	95
Total	62,370	56,617	2,981

The mineral and oil and gas sector experienced record high levels of production in British Columbia generally, being up some 56% in value terms over 1972. No precise figures are yet available for mining employment in the North Central Area. No new mines opened but there was some overall expansion in production and employment. Endako molybdenum mines near Burns Lake expanded its work force by 70 men and Granduc's copper mine at Stewart expanded from 750 to 1,000 men. Two mines re-opened in the latter part of the year. Churchill Copper Mines and its sister mine, Davis Keays, were being re-opened about 100 miles west of Fort Nelson and are expected to employ 200 to 225 men when both are fully operative. Noranda's Boss Mountain molybdenum mine at Hendrix Lake was also recommencing activities and had a work force of 150 by January 1974. There was one major closure during the year, that of Bradina Mine's gold, silver, lead property south of Houston, which involved approximately 130 jobs; this operation had been affected by high turnover rates and a shortage of underground mines. The closure may last only 14 to 15 months depending on surveys of ore potential at lower levels. In the Fort Nelson and Fort St. John areas exploration for oil and gas was at a high level in the fourth quarter of 1973, having been very slow during the first quarter's "freeze-up". Settling of provincial royalty and wellhead pricing policies through the Crown owned Petroleum Corporation may have made exploration more attractive. A 120 mile pipeline is expected to be built from Pointed Mountain to Fort Nelson with a crew of approximately 400 men.

The North-Central Area in 1974 should see a heavy level of construction, as the preceding listing of permits indicates intentions for the coming year as well. There are also the B.C. Railway extensions and C.N.R. spurs from its mainline.

Energy shortages have made predictions of rapid export growth difficult to sustain. The value of exports to the United States will show only minimal growth in the coming year, after growing by more than 20% in 1973. It seems equally unlikely, however, that there will be any decrease in demand for forest and mineral products which the area produces, with the exception, perhaps, of lumber and plywood prices being rather vulnerable. Exploration for oil and gas in the Peace River area can be expected to increase.

The major uncertainty on the supply side of the economy of the area is the upcoming round of collective bargaining in the forest and construction industries. Rising consumer prices coupled with business uncertainties arising in the areas of lumber prices indicate considerable potential for tough bargaining in the forest industry.

CMC WHITEHORSE

The year 1973, in terms of growth in employment in the Yukon, produced a picture of moderate increase. For firms of twenty employees or more, the all industries employment indexes of Statistics Canada were virtually identical for the months of June 1973 and June 1972, the latest months for which 1973 figures are available. This of course does not include the growth in smaller firms or in government. Yukon Territorial Government figures for the fiscal years 1971-72 and 1972-73 indicate a growth in overall employment of approximately 4%. Estimated employment for the latter fiscal year was on the order of 9400 persons and total wage and salaries of \$69.5 million were paid.

In the very important mining sector, no new mines were put into production and there was one closure. The Wellgreen Nickel Mine at Quill Creek, which employed approximately 60 men during the first half of the year terminated operations. Late in the year there were reports that United Keno Hill's Keno 700 mine might be re-opened, a project which could employ about 35 men. In May a tungsten deposit, valued at \$1.2 billion, was discovered by Amax Explorations Ltd. about 240 miles northeast of Whitehorse on the Yukon-Northwest Territories borders. The developer, Canadian Tungsten, plans to spend \$5 million in development work on this property with the operation continuing into 1974. Another significant discovery along the Territories' boundary was Placer Development's lead and zinc find. Lead, zinc and silver were being explored for in the Anvil-Ross River-Swim Lake area, a deposit of barite was discovered south of Watson Lake near to proposed extensions of the B.C.R., and a new copper deposit was located in the Minto area. Claims staked in the Yukon in the first nine months of 1973 were 106 per cent greater than for the corresponding period a year earlier.

Employment in the Yukon's major mines increased from a monthly average of some 1,080 in 1972 to 1,130 in 1973, a modest gain of about 4½%. This does not include the Cassiar Asbestos mine in B.C. as no figures are currently available for this establishment. The value of minerals produced in the Yukon rose from \$106,781,000 in 1972 to \$145,594,000 in 1973. Among major metals, copper, lead, silver and zinc all recorded increases in both quantity and value. Gold production fell slightly in volume terms, but increased in value. This was the first year for major copper production in the Yukon, rising from under 2 million pounds last year to over 20 million pounds. Zinc is still, however, the most important metal for the Yukon, being valued at \$45 million in 1972 and \$60 million in 1973. The Yukon produces

more of this metal than any other Canadian province or territory. For the major metals, increases in value were proportionately larger than increases in quantity, reflecting, of course, the rising world prices of these metals.

Excluding the Stikine area of northern B.C., which is included in the Whitehorse CMC area, data on public administration employment is available for the three levels of government during the first two quarters of 1973. There was a monthly average of some 3,176 public administration employees, including all agencies, corporations, and branches of government in the Yukon in the first half of 1973. This compares to some 2,505 in the same period of the previous year. The total payroll of these employees was \$13.8 million in the first half of 1973 as against \$10.7 million during the corresponding period a year earlier.

Vacancies notified to the Canada Manpower Centre were up by 19% over 1972.

VACANCIES NOTIFIED, BY INDUSTRY TO CMC WHITEHORSE

	1972		1973	
	Number	% of Total	Number	% of Total
Agriculture	—	—	7	.2
Forestry	1	.0	5	.1
Fishing & Trapping	—	—	—	—
Mining	434	13.4	666	17.3
Manufacturing	45	1.4	112	2.9
Construction	125	3.9	258	6.7
Transport & Communication	277	8.6	318	8.3
Trade	347	10.7	310	8.1
Finance, Insurance & Real Estate	58	1.8	78	2.0
Services	921	28.4	1,007	26.2
Public Administration	1,030	31.8	1,086	28.2
Total	3,238	100.0	3,847	100.0

The distribution of vacancies is largely the same, there being a slight decline in the services, public administration and trade share of job openings balanced by increases in construction and mining. The large rise in mining vacancies, when compared to the modest rise in that sector's average monthly employment level may be due, in part, to increasing turnover problems.

At the end of the year a number of construction projects were underway which will continue into the New Year. Among these are the Aishikik power project, the Dempster Highway, the Robert Campbell bridge, and the Skagway-Carcross highway on which only clearing had begun at year end. The latter route is expected to be completed by late in 1974. No figures of an exact or up to date nature are available on residential and other construction permits, but work was continuing on a motel extension and a 96 unit housing project in Whitehorse at year end. It is anticipated that changes to the National Housing Act may increase residential construction in this area.

During 1973 persistent shortages at the Whitehorse CMC included secretaries and stenographers, barbers, hairdressers, and cosmeticians, miners of all types, sheet metal workers, motor vehicle mechanics, small machine repairmen, and construction electricians. However, by far the most serious shortage throughout the year was in the area of millwrights or industrial and construction machine repairmen.

The outlook for 1974 in the Yukon, as elsewhere in Canada and internationally, is clouded by the energy supply uncertainties. Petroleum and natural gas accounted for only 7% of the total energy costs of Canadian metal mines in 1971. However, the energy shortages experienced in other industries and other countries may affect demand for metals. At the present time it appears best to anticipate a steadying of demand for Canadian exports, including metals, rather than any noticeable changes. In particular, Canadian exports to the United States will show only minimal growth in 1974 after having risen by 20% in 1973. The tourist and hospitality sector of the Yukon economy could be harmed if gasoline price rises are sufficient to discourage automobile and camper traffic.

MANPOWER PROGRAMS

SERVICES TO YOUTH

TODAY THE CLASSROOM! TOMORROW THE WORLD?

Countless phrases have been coined to identify the youth of our country and their potential value to us all.

What are some of the current programs of the Department of Manpower and Immigration that have been developed to meet the special needs of youth?

Maybe even more to the point, why is the Department mounting programs deliberately tilted to youth?

Probably the most startling statistic not included in the fourth quarter 1973 issue of the Pacific Manpower Review, was the percentage of the unemployed labour force during the third quarter 1973 who were young people. The Review tells us that of the 52,000 unemployed, 26,000 were within the age group 14 — 24. Fifty percent of the unemployed were youth.

Why such a high percentage? What can be done to alleviate this wastage? These are questions that are partially responsible for the Departmental activities in the youth area.

Some of the programs have been in place for some time. These include:

- **Services to Post-Secondary Students:** — In the Pacific Region, three of the four universities have Manpower Counsellors providing on-campus services. Simon Fraser and Victoria Universities have full-time branch offices on campus to facilitate the interviewing process for graduating student and potential employer. In addition, the Nelson CMC provides an itinerant service to Notre Dame campus.

In addition, full-time Manpower Counsellors are on campus at the B.C. Institute of Technology and the Langara Campus of Vancouver City College, for the same purpose.

On all campuses, the summer employment of undergraduate students is also a high priority of Departmental staff who work closely with our Canada Manpower Centres for Students.

Services provided also include career counselling, Creative Job Search Technique training, information centres containing employers brochures and pamphlets, resume preparation and the opportunity to utilize our national network of Manpower Centres in searching for employment opportunities across Canada.

- **Career Information:** — In December, 1970, the first edition of Careers For The 70's was issued — a joint venture of the Department of Education and Manpower and Immigration. This book was distributed to all secondary schools, libraries and appropriate community agencies. In the spring of this year, the second edition, expanded to meet the comments of previous users will be issued.

Response was so positive that the Department of Manpower and Immigration has begun a new program of constructing a national directory of careers to be called Careers Canada. In addition, local labour market conditions will be covered in a directory entitled Careers Province.

On a regular basis over the past year, this region has distributed a labour market bulletin entitled "Career News for B.C. students" to all secondary and post-secondary institutions. Information concerning entry occupations requiring no skill and occupations requiring trade certification or post-secondary training are identified so that students may base their career decisions on 'hard' facts.

- **Community Activities:** — In many areas of the region, Canada Manpower Centres actively liaise with secondary school counsellors in such matters as meeting with interested groups or classes of students, co-operating in organizing and participating in career days or career fairs, and in some areas, the school counsellor is invited into the CMC for several days, to learn the composition of the local labour market and the programs of the Department available to its clients.

- **Student Summer Employment:** — This year the federal government is committing almost 66 million dollars to the various departments for student employment. A large portion of this money, 30 million, has been identified for Opportunities for Youth projects, this year a program of the Department of Manpower and Immigration. Other federal government departments who are receiving monies for Summer '74 activities include the Departments of National Defence, National Health and Welfare, Indian Affairs and Northern Development, Consumer and Corporate Affairs, The Secretary of State and the Public Service Commission.

Information on all federal government programs will be available to all manpower centres as well as in 17 'store-front' Student Manpower Centres.

It is expected that the Provincial Government will also be participating in its student summer employment program, and arrangements have been made to have information and liaison bonds between the Province and the Department of Manpower and Immigration strengthened for Summer '74 activity.

These, then, are some of the major instruments at hand to assist students and young people as they enter the labour market. The Youth Division of the Department is actively researching other potential tools to assist in the reduction of the 50% figure referred to earlier. Much of their planning deals with getting information to students in the secondary schools and the assistance which local Manpower Centres can offer to the secondary school counsellors.

Probably the most powerful potential program for young people in our region is the drive to institute formal career decision-making courses in the secondary schools.

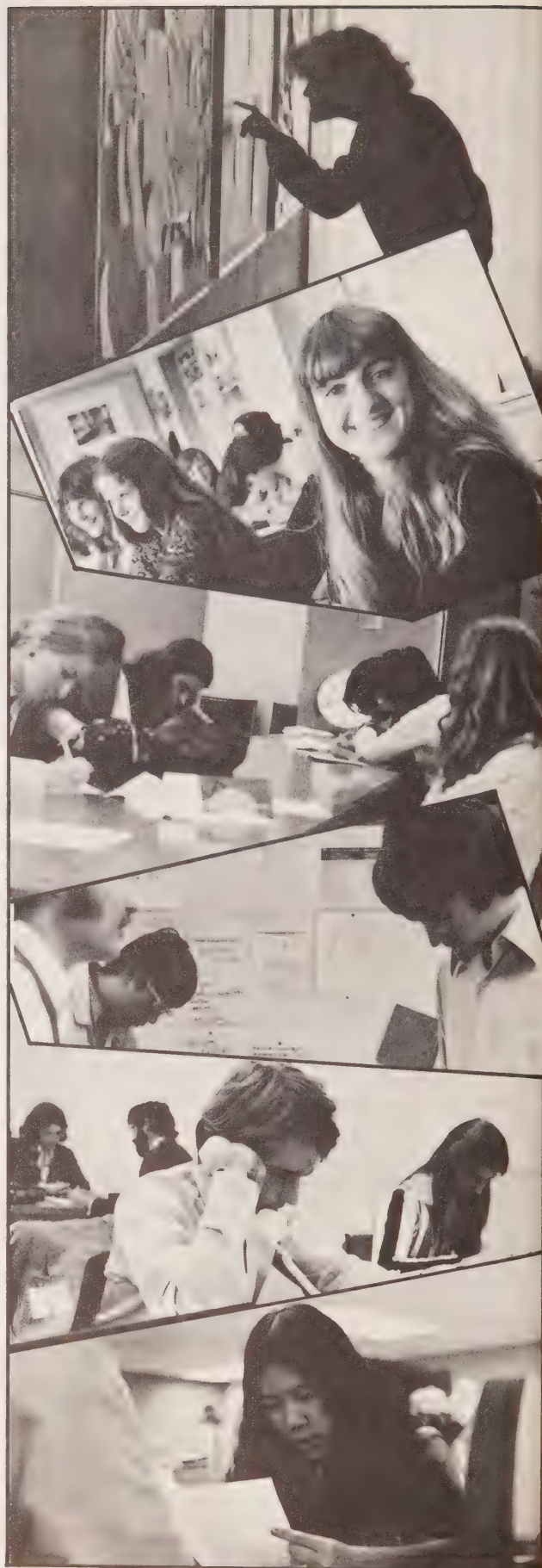
Most young people, when approaching the local Manpower Centres, after leaving school, tell us that they have no career goal in mind — they just want a job.

Many concerned counsellors and teachers in the Secondary Schools have endeavoured to remedy this situation in a variety of ways. Two Victoria counsellors received permission from the Department of Education to implement a course called Career Exploration XII. Members of the Counselling Development Section of Manpower and Immigration developed a unit to be included in this course entitled "The World of Work".

Students, through a combination of research and various test instruments, identified potential occupations reflecting their individual aptitudes in interests and needs. The culmination of their studies is a one-week work experience where the student, having located an employer whose business utilized the occupation identified, spends five consecutive days in the plant or office, hopefully performing some of the tasks involved in the occupation.

This opportunity to participate within the normal environment on the job is giving young people a clearer impression of what their intended career may provide.

Employers who are interested in providing work experience opportunities for students in their communities are invited to discuss the matter with their local school or CMC Counsellors, for only by involving the total community can we hope to assist youth in bridging the gap between school and work.



SPECIAL INTERVIEW PROGRAM

To help insure that our department is fulfilling its objectives of assisting in the maximum utilization of Canada's human resources, the Department of Manpower is embarking on a new program. Jointly, with the Unemployment Insurance Commission, we have instituted a program designed to reduce both the time which a job vacancy remains unfilled and the length of time a worker is without work.

Close links have been established to ensure that both departments know what types of skills claimants possess, and that UIC is aware of which job skills are in current demand. A Special Interview and Placement Program has been designed to see that claimants whose jobs skills are in demand are referred to Manpower Centres for placement assistance.

Specially trained Manpower counsellors have been assigned to the program and, working with a very small case load, they will be especially active in assisting these claimants in locating jobs. These counsellors will work intensively with the client to overcome whatever barrier he has which has prevented him or her from successfully filling one of the vacancies which exist. The counsellor's task will be to work actively with each client to aid them in returning to work and thereby attain the dual goals of filling vacancies and shortening the average length of time a person remains unemployed.

As the major bulk of the unemployment problem is in the major metropolitan areas of Canada this program will initially be restricted to the seven main metropolitan centres of the country (Vancouver, Winnipeg, Toronto, Hamilton, Montreal, Halifax, Edmonton). If successful the Special Interview Program may be expanded to other areas.

We hope that in addition to filling vacancies more quickly we may also be able to isolate some of the factors which prevent qualified clients from finding alternative employment should they become unemployed. This may affect the type of counselling and programs which we will offer in the future.

Canada Manpower must be aware of job vacancies before we can request the UIC's help in finding potential clients to be referred to these vacancies. As part of the Special Interview Program our counsellors will be actively seeking job vacancies from employers. If we are to aid in filling vacancies we must know they exist.

If you have any questions regarding the program we encourage you to contact the nearest CMC and discuss them with the special counsellors.



CANADA MANPOWER CENTRES – PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street	453-2221
Burnaby	4940 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 – 104th Avenue	782-5877
Duncan	101 – 435 Trunk Road	748-8111
Fernie	461 Third Avenue	423-6806
Fort St. John	10071 – 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-9901
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Federal Building, Bridge & Kinley Street	295-6951
Quesnel	346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	5633 Number 3 Road	273-6431
Smithers	P.O. Box 1028, 1090 Main Street	847-3248
Surrey	10072 King George VI Highway	588-5981
Terrace	4630 Lazelle Avenue	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

CANADA MANPOWER CENTRES – PACIFIC REGION

Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 – 31st Street	545-2125
Victoria	1415 Vancouver Street	388-3481
Whitehorse	101 Federal Building	667-4238
Williams Lake	99 North Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Sir William Dawson School, 951 Helmcken Street	685-0842
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES – PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	Federal Building, 1005 – 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 308	562-2161
Prince Rupert	138 Third Avenue West	624-9671
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3614
Whitehorse	101 Federal Building	667-4238

MANPOWER CONSULTATIVE SERVICES

Vancouver	Senior Officer MCS, P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-6507
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ECONOMIC ANALYSIS AND FORECASTS BRANCH

Vancouver	Regional Economist P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1135
Vancouver	Assistant Regional Economist P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1131
District Economists:		
Kamloops	North Central Area Suite 203 — 611 Lansdowne Street	372-2584
Kamloops	Okanagan-Kootenays Area Suite 203 — 611 Lansdowne Street	372-2584
Vancouver	Vancouver Island Area P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1134
Vancouver	Metro Vancouver Area P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1133

need skilled labour?



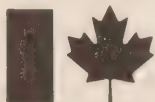
Even in the face of high rates of unemployment, many jobs are going unfilled for want of qualified labour.

Some of these jobs could be filled by trainees. To encourage this, Canada Manpower can assist employers to develop training programs and will share in wages and training costs. These programs are designed to take part of the cost pressure off employers who are

prepared to train new workers, including apprentices.

There are also training programs to encourage employers who will retrain and upgrade existing staff to prepare them for promotion and to achieve higher production levels.

Enquire about the Industrial Training Program at your nearest Canada Manpower Centre.



**Canada
Manpower
Centre**

Manpower and
Immigration
Robert Andras, Minister

**Centre de
Main-d'œuvre
du Canada**

Main-d'œuvre
et Immigration
Robert Andras, Ministre

THERE ARE 350 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- **Recruit qualified workers**
- **Supply industry with a more productive work force**
- **Help workers develop new skills to meet the demands of industry**
- **Assist workers in relocating in areas where openings are available**
- **Provide both employers and employees with up-to-date labour market information**

WHY NOT GET IN TOUCH WITH YOUR NEAREST CANADA MANPOWER CENTRE? TRAINED MANPOWER COUNSELLORS CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT PROBLEMS.

**HON. ROBERT ANDRAS
MINISTER**



**Manpower
and Immigration**

**Main-d'œuvre
et Immigration**

manpower review

pacific region



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and quarter 1974 (Vol.7 No.2)

Basic Job Readiness Training
Industrial Training
Summer Students - They Really Work



April to September. They're available.

Every summer, we get the "hire a student" ball rolling by hiring some 1,000 of them ourselves to staff the 250 special Canada Manpower Centres for Students across the country. These students are given the job of finding summer jobs for other students. And every summer they prove bright, productive and

imaginative. So we can give you an unqualified reference for any of the 999,000 left-over students that we can't hire.

Hire some. Maybe you want to do some future recruiting by offering a career-oriented job. Or maybe you just want some vacation fill-inners. We've got lots of both

kinds of summer workers. Call the Canada Manpower Centre for Students nearest you.



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Minister

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Ministre

Summer students. They really work.

PACIFIC MANPOWER REVIEW

SECOND QUARTER 1974

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

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TABLE I
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA

ACTUAL	First Quarter 1974 '000	Fourth Quarter 1973 '000	First Quarter 1973 '000	Change First Quarter 1974/1973 %
Labour Force	1,013	1,005	972	+ 4.2
Employed	947	945	888	+ 6.6
Unemployed	66	60	83	—
	%	%	%	
Participation Rate *	57.6	57.7	57.5	
Unemployment Rate	6.5	6.0	8.6	
SEASONALLY ADJUSTED (p)				
Labour Force	1,034	1,010	993	+ 4.1
Employed	976	949	918	+ 6.3
Unemployed	58	62	75	—
	%	%	%	
Participation Rate *	58.8	58.0	58.8	—
Unemployment Rate	5.6	6.1	7.5	—

(p) Preliminary

* Labour force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal pattern become available.

Source: *The Labour Force, Statistics Canada, #71-001*

THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

First quarter employment growth in British Columbia maintained the record pace set in 1973, with an increase of 59,000 jobs (or of 6.6 per cent) over employment levels achieved one year ago. Actual gains over employment in the fourth quarter were negligible, however, as seasonal factors restrained the creation of new jobs.

Growth of the labour force over first quarter 1973 levels was much slower than employment growth. The average size of the B.C. labour force of 1974 was 1,013,000; a gain of 41,000 (or 4.2 per cent) over the average for the first quarter 1973. Most of this increase can be attributed to population growth; participation rates did not change markedly over this period.

Employment growth more rapid than labour force increases reduced the absolute level of first quarter unemployment by 17,000, and thereby dropped the unemployment rate to 6.5 per cent in the first quarter of 1974 from 8.6 per cent one year ago. However, from the fourth quarter of 1973 to the first quarter of 1974 labour force gains exceeded employment growth by 6,000, thereby pushing the actual unemployment rate from 6.0 per cent to 6.5 per cent in the first quarter.

The seasonally adjusted data on the table opposite reflect the rapid employment growth and the slower labour force growth experienced between the first quarters of 1973 and 1974. The adjusted data also more clearly indicate that this pattern has continued from the fourth quarter of 1973 to the first quarter of 1974. Quarter to quarter employment growth (seasonally adjusted) of 27,000 (or 2.8 per cent) exceeded labour force growth (seasonally adjusted) of 24,000 (or 2.4 per cent), and reduced the seasonally adjusted unemployment rate to 5.6 per cent.

Although the first quarter performance of the labour market was much stronger than generally anticipated, several factors still point to a slower growth of employment in the near future. The high probability of significant disruptions due to labour-management disputes, a marked weakening of economic growth in some of our major export markets, and continuing uncertainty surrounding the impact of provincial resource tax legislation, are three of the main reasons for this view.

EMPLOYMENT: REVIEW AND OUTLOOK

Comparison of first quarter 1974 estimates of employment by industry with estimates for the first quarter of 1973 again reflects the unusual growth of the goods producing industries which was apparent in 1973. Over 60 per cent of the 59,000 jobs created in the last year are attributed to the goods producing industries. This represented a 13 per cent growth of employment. The larger service producing sector grew much more slowly, by about 4 per cent.

Employment changes from the fourth quarter of 1973 to the first quarter of 1974 were much less pronounced, and the goods producing industries showed a minor contraction in actual employment.

However, the impact of many underlying factors influencing employment growth is obscured by recurring seasonal fluctuations in labour market conditions which limit the validity of comparison of quarter-to-quarter changes in actual employment. Consequently, the artificial "seasonally adjusted" estimates of employment may be used to delineate what conditions would have been like if purely seasonal influences on employment activity were absent. Because weather conditions and other seasonal factors during the first quarter normally depress employment to about 97 per cent of that in an "average" quarter, seasonal adjustment requires an inflation of the actual values for the first quarter. Fourth quarter employment may be similarly adjusted, (based on a factor of about 99 per cent employment in an "average" quarter) and then quarter-to-quarter changes in underlying conditions should become more clear. (The implicit assumption that seasonal factors are constant from year to year is the obvious weakness of such an artificial adjustment.)

As stated in the summary, such adjustment indicates that quarter four to quarter one employment growth was indeed significant. Although apparently negligible changes in actual employment were noted, there remained good evidence of continued underlying employment strength, and of slower labour force increases.

Employment estimates for the past seven years support the logical expectation that primary industry would be most severely affected by seasonal factors, and that the seasonal influences on secondary and tertiary industry would be progressively smaller. For each of these groups, the first quarter of a year is the employment trough, i.e. the seasonal factors restrain employment most in the January to March period. Similarly, the third quarter represents the employment crest, when seasonal influences generate the most additional employment.

ESTIMATED SEASONAL FACTORS AFFECTING EMPLOYMENT IN BRITISH COLUMBIA

INDUSTRY GROUP	SEASONAL FACTORS*			
	Q I (%)	Q II (%)	Q III (%)	Q IV (%)
All Industries	97	101	103	99
Primary Industries	89	102	116	93
Secondary Industries	95	101	106	97
Tertiary Industries	98	100	101	101

*Seasonal factors defined here as the employment in one quarter as a percentage of employment in an "average quarter".

Estimates by E.A.F.B., Vancouver

Estimated first quarter employment of 63,000 in the **primary industries** represents a minor increase over the average for the fourth quarter. Seasonal adjustment of the estimates would accentuate this growth, but there are some indications that the impact of seasonal influences may have been reduced from the historic norm. For example, managers faced with costly shortages of skilled employees during peak production periods may have resisted the usual seasonal layoffs in order to retain key personnel. A trend toward more intense efforts to stabilize employment would also be expected as capital costs rise and the cost of shut-down grow correspondingly. Thus seasonal adjustment could overstate the underlying employment growth in the primary industries.

Employment in the forestry and mining industries was supported by continued strong world market prices for wood products and for minerals. However, major uncertainties now apparent will likely limit expansion of these sectors in the near future.

Industry representatives attribute much of the sharp declines already evident in claims-staking activity and in planned capital expenditures to recent changes in resource taxes and to uncertainty surrounding further legislative changes. Returns from mining have been decreased by the Mineral Land Tax Act, and mining representatives have voiced strong opposition to other taxes outlined in the proposed Mineral Royalties Act (Bill 31). Both Acts represent moves by the provincial government to realize a greater share of economic rent from the resource industries. (Economic rent has been defined as the surplus of earnings over what can be earned in the best alternative investment.) However, the negative impact of such legislation on employment growth in mining may be offset some-

what if long term demand for output remains strong. It is also interesting to note that alternative areas of investment for mining are restricted as many other governments also attempt to capture a larger share of resource "rents".

Expected revision of taxes faced by the forest industry reflect the same government policy direction, and some expansion of activity will probably be restrained until details on these changes are clarified. Both tenure of forest lands and stumpage tax policies are currently under review. The short term outlook is further clouded by impending labour contract negotiations with the I.W.A.

Secondary Industries (Manufacturing and Construction) employed about 249,000 persons (or 26 per cent of total employment) in the first quarter of 1974. Although this represented a growth of 13.7 per cent over the first quarter of 1973, actual employment declined slightly from fourth quarter levels as manufacturing employment stabilized after a period of unusual growth. Much of the reduction in the pace of growth can be attributed to adverse seasonal factors, but other negative influences were also evident. Some softening of prices may have limited expansion of output in wood products manufacturing, which was also slowed by boxcar shortages in the interior. This shortage led to excessive stockpiling of inventories early in the quarter, and to production cutbacks and layoffs by the end of the quarter.

Continued boxcar shortages will restrain lumber output in the near future, and uncertainty regarding resource tax policies will obviously also affect secondary processing of wood and of minerals. Collective agreements covering a large part of the manufacturing sector's labour force expire about mid-year, and add another element of uncertainty to the short term outlook. Underlying strength is indicated, however, by surveyed capital expenditure intentions, which are up 16.9 per cent (in dollar costs) over the 1973 levels. As shown in the preceding table, seasonal influences will also contribute to short-term employment growth in manufacturing over the next six months.

Employment in the construction industry showed unusual quarter-to-quarter gains into the first quarter, and contributed to an estimated employment increase of 25 per cent over first quarter 1973 experience. Most of these gains must be allocated to residential, commercial and institutional construction; construction of new secondary manufacturing facilities was low, with no major projects in the pulp or mining sectors. Housing starts in January and February were up 16.6 per cent over the same months in 1973, and the number under construction at the end of February was up about 14 per cent.

Although the carry-over of construction into the second quarter will support employment, new developments will be held back pending resolution of negotiations for construction workers' contracts which expired in April. Fewer new projects in the manufacturing sector, continuing material and skill shortages, and rising interest rates also point toward moderation of employment growth in the construction sector over the short term future.

Growth of employment in the tertiary industries lagged behind expansion of the goods producing sector in 1973. Service sector employment of 636,000 in the first quarter was only 3.8 per cent above the average for the same period in 1973. (Although growth was relatively slow, absolute increases over employment one year ago were significant, at 23,000 jobs. The service sector provides over two-thirds of B.C.'s employment.)

Quarter four to quarter one gains were small. However, seasonally adjusted employment estimates provide an indication that employment in the tertiary industries have picked up momentum after several quarters of unusually slow growth.

Employment in the trade sector showed unusual strength in the first quarter, with a minor quarter-to-quarter increase instead of the "normal" seasonal reduction. Consumer spending remained high, with January department store sales nearly 23 per cent larger than those of one year ago. Jobs in community, business, and personal services also showed unusual growth from fourth quarter levels, which also indicates an acceleration of activity after slow growth late in 1973.

Gains in these subgroups were partially countered by slightly larger than average employment contractions in the transportation, communication, and other utilities sector. This sector is the most sensitive of the tertiary group to seasonal fluctuations in the basic industries. The outlook for this sub-group, which accounts for about 10 per cent of total employment, is therefore closely tied to the outlook for primary and secondary industries. Employment in the other tertiary groups is apparently more insulated from employment variations in the basic industries, and shows much milder seasonal employment shifts.

Because all of the tertiary sector is heavily dependent upon demands derived from employment in the primary and secondary industries, disruption of employment in these areas will indirectly affect a much larger group of workers. For this reason, the degree of success of contract negotiations regarding agreements which expire in the next few months will be an important determinant of the health of the labour market this summer.

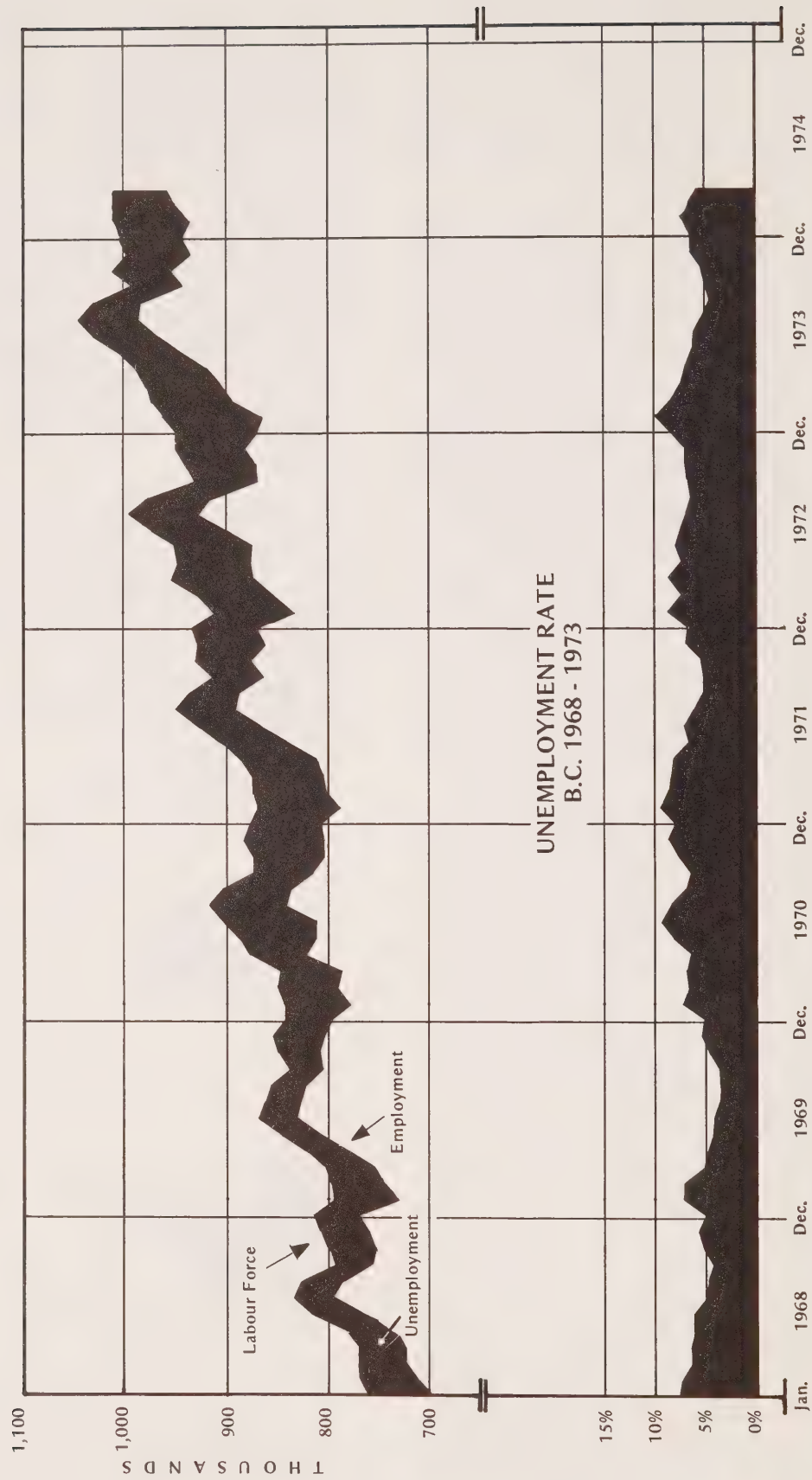
Fifty contracts directly affecting over 34,000 employees expire in April. The most critical of these contracts are the twelve agreements expiring April 30 which affect nearly 25,000 construction workers. In May, only 19 agreements expire, covering a total of 820 employees. July is similarly light, with 18 agreements expiring, directly affecting 1,700 employees.

In June, 51 contracts affecting over 45,000 employees will expire. Most important are the two main IWA agreements. The Forest Industrial Relations/IWA contract covering 28,000 woodworkers expires on June 14, and will probably set the pattern for the subsequent contract with Interior Forest Relations (affecting 5,000 employees) which expires on June 30. Other large agreements expiring in June include several affecting 4,300 steelworkers, two affecting over 1,300 service employees (local 244), and one affecting 1,200 members of the carpenters union.

EMPLOYMENT BY MAJOR INDUSTRIAL GROUPS
B.C. FIRST QUARTER 1974



CHART 1
LABOUR FORCE, EMPLOYMENT & UNEMPLOYMENT
B.C. 1968 - 1973



Growth of the labour force from the fourth quarter of 1973 to the first quarter of 1974 outpaced the creation of new jobs, and thereby increased unemployment levels by 6,000. The actual unemployment rate edged upward to 6.5 per cent from 6.0 per cent in the fourth quarter, but still compared most favourably with the 8.6 per cent unemployment rate reported one year ago.

When purely seasonal factors are removed, the underlying (seasonally adjusted) growth trends show a continuation of the pattern which revived in 1973, when employment increases exceeded additions to the labour force. The seasonally adjusted unemployment rate moved down to 5.6 per cent from 6.1 per cent in the closing quarter of 1973, as seasonally adjusted unemployment levels fell by 4,000.

The slackening of (actual) employment growth over the winter months was probably an important influence on the stabilization of labour force participation. Participation rates (defined as that portion of the population 14 years of age or over which is employed or seeking employment) rose dramatically during the period of rapid employment growth in 1973. Slower employment expansion late in 1973 and into the first quarter of 1974 was accompanied by falling participation rates. In both the fourth quarter of 1973 and the first quarter of 1974, the participation rate was 57.6 per cent; only marginally above the first quarter 1973 rate of 57.5 per cent.

Because labour force growth, like employment growth, is normally slowest in the first quarter, seasonal adjustment of labour force estimates indicates that the trend is once again toward rising labour force participation after a marked slackening in the fourth quarter. The seasonally adjusted participation rate of 58.8 per cent is up from the 58.0 per cent estimated for the fourth quarter, although no gains over the first quarter of 1973 are indicated.

Actual labour force changes from the fourth quarter show that participation of males rose slightly (to 77.2 per cent in quarter one from 77.0 per cent in quarter four) but were offset by reduced labour force participation of females fourteen years of age and older. The marked difference in the direction of participation rate changes reflects a continuation of an unusual pattern established in 1973. For the decade before 1973, approximately

46 per cent of the average annual labour force growth was attributed to increases in the female labour force component. The female labour force made up only 27 per cent of the total labour force at the beginning of that period; by the end of 1972 women accounted for over one-third of the total labour force. In 1973, additions to the female work force made up only 35 per cent of labour force growth. Actual data and seasonally adjusted labour force estimates both indicate that this deviation from long term trends continued into the first quarter of 1974. All of the actual quarter-to-quarter labour force growth and at least three quarters of the seasonally adjusted labour force growth in the first quarter is attributed to increases in the male work force.

The causes of this shift are unclear at this time, but the coincident unusual growth of the goods producing sector and slow growth of the service industries is probably a contributing factor. Expected resumption of more rapid growth of the service industries, where more jobs are traditionally held by women, could lead to continuation of the long term trend toward greater labour force participation by women.

The strong expansion of employment opportunities in the past year has contributed to marginal increases in participation of persons in the prime working age groups. These persons have the highest participation rates, and are clearly most tightly linked with the labour market. Growing employment opportunities and rising wages have also drawn an unusually large number of other persons, particularly youth, into the labour market. Data available (which is of questionable accuracy) indicates that the youth group continued to grow in the first quarter in spite of obvious seasonal weakening of job opportunities.

Participation of the youth group and of the group 20-24 years of age will rise sharply in the second quarter as the student labour force grows to a forecast size of 132,000 in July of 1974. About one quarter of this forecast student labour force is expected to be composed of post-secondary students.

Special Canada Manpower Centres for students are now available at twenty centres in B.C. and the Yukon, and student assistants are working in ten regular Manpower Centres. For a list of the CMC's for students see page 28.

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

Seasonal factors dominated labour market changes in the first quarter but seasonally adjusted measures show continued strength of labour demand, and relatively slow labour force growth. Shortages of skilled labour remains a significant problem.

Operational statistics gathered by Canada Manpower Centres in British Columbia and the Yukon support other evidence of such changes. As shown on Table 2 below, the average month-end stock of vacancies registered at the region's CMC's has increased nearly 30 per cent over that reported for first quarter of 1973. Quarter four to quarter one 1974 gains were much smaller. Although this operational statistic provides a poor proxy measure of labour demand, the general pattern of changes in this measure over the last year reflects the labour market conditions outlined above. Operational changes which accompanied the introduction of Job Information Centres to the region's CMC's last year make first quarter to first quarter comparisons of data on registered clients of questionable validity. However, the fourth quarter to first quarter increase in the average number of clients registered at month-end clearly reflects the seasonal increase in unemployment in the region. Average monthly placements reported were down (by 5.9 per cent) from the last quarter of 1973, which may also reflect this seasonal change.

TABLE 2
OPERATIONAL STATISTICS
Pacific Region*

QUARTERLY AVERAGES

	First Quarter 1974 (p)	Fourth Quarter 1973	First Quarter 1973	% Change First Quarter 1974-73
Registered Clients ¹ (MAN 757)	69,874	62,786	80,327	- 13.0
Registered Vacancies ² (MAN 757)	8,123	8,023	6,253	+ 29.9
Placements ³ (MAN 751)	9,981	10,609	10,471	- 4.7
Occupational Shortages ⁴	1,345	1,525	536	+ 150.9

1 Registered clients without employment seeking full-time or part-time work (month-end)

2 Registered vacancies (month-end)

3 Regular placements plus transfers out

4 A vacancy which has remained unfilled for 30 days or longer

p Preliminary

* Includes Yukon

OCCUPATIONAL SHORTAGES

Information on jobs which have remained unfilled for at least 30 days is also collected by Canada Manpower Centres. These "Occupational Shortages" reported provide one measure of excess demand for labour—by occupation—in the Pacific Region. The average number of shortages reported for a month in the first quarter was 11.8 per cent lower than the monthly average for the fourth quarter. This change may also be attributed mainly to seasonal slackening of labour demand. The impact of record employment growth in the past year upon labour demand is also shown in the very large increase in occupational shortages between the first quarter of 1973 and the first quarter of 1974.

Occupational groups for which significant shortages were reported during the first quarter included:

High Demand:

Industrial, farm and construction machinery mechanics and repairmen

Motor vehicle mechanics and repairmen

Barbers, hairdressers, and related occupations

Graduate nurses

Waiters, hostesses and stewards (food and beverage)

Chefs and cooks

Moderate Demand:

Secretaries and stenographers

Welding and flame cutting occupations

Machinist and machine-tool setting up occupations

Carpenters and related occupations

Draughtsmen

Boilermakers, platers and structural-metal workers

JOB VACANCY SURVEY

The Job Vacancy Survey conducted by Statistics Canada is designed to provide an estimate of the number of unfilled jobs on any day in a three-month period. Estimates are provided in occupational, industrial and geographic detail, and divided into three main categories: total current vacancies, full time vacancies, and longer-term vacancies.

The most current data available provides estimates of vacancies in the fourth quarter of 1973. The estimates show an easing of employment growth toward the end of 1973; total current vacancies reported for the fourth quarter were down 18.3 per cent from the third quarter. Although total current vacancies were declining, the fourth quarter 1974 estimate of 8,500 was over 50 per cent higher than the estimate for the last quarter of 1972. (Total current vacancies include vacancies for full-time, casual, part-time, seasonal and temporary jobs.)

Vacancies for jobs with a minimum duration of four weeks (full-time vacancies) also decreased between the third and fourth quarters. Fourth quarter results showed 7,500 vacancies for full-time jobs; down 17.6 per cent from the third quarter and 27.4 per cent from the second quarter. The fourth quarter estimate was 50 per cent higher than that reported one year earlier.

Vacancies for full-time jobs which remained unfilled for one month or more (longer-term vacancies) were also lower than third quarter estimates—by 18.8 per cent. The fourth quarter 1973 estimate of 3,900 longer-term vacancies was nearly 2.3 times as large as the estimate for the last quarter of 1972; an increase of 140 per cent.

Occupations Most in Demand

Occupational groups from the Job Vacancy Survey showing the greatest demand in the Pacific Region in the fourth quarter were:

Clerical Occupations: especially stenographers, typists, bookkeepers, accountants, receptionists.

Fabricating, Assembling, Repairing: especially mechanics, repairmen, fabricating, fabricating electrical products

Service Occupations: especially food and beverage, protection service, personal service

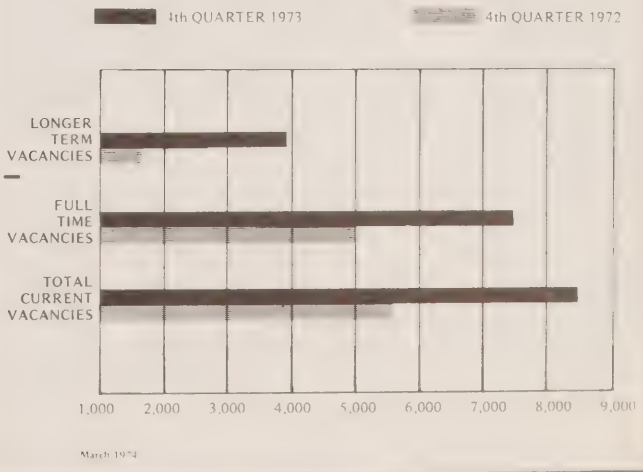
Sales Occupations: especially sales, commodities, sales-service

Transport Equipment: especially motor transportation, water transportation

Construction: especially electrical power repairmen, other construction

Machining: especially metal shaping, metal machining.

CHART 2
JOB VACANCY SURVEY PACIFIC REGION



WAGE AND SALARY RATES IN BRITISH COLUMBIA

*Source: Wage Rates, Salaries and Hours of Work,
Advance Report, October 1973;
Canada Department of Labour,
Economics and Research Branch*

October 1, 1973

Occupation	Wage Rate Per Day	
	Average	Predominant Range
LOGGING OCCUPATIONS		
Boomman	42.26	39.68 — 46.00
Camp Cook	42.25	36.80 — 45.00
Chaser	41.42	40.00 — 42.80
Chokerman	38.98	38.64 — 39.20
Foreman, Log-Hoisting, Sorting and Moving	51.02	47.76 — 53.20
Loader, Logging Truck	45.17	40.00 — 52.00
Log-Truck Driver	46.63	42.40 — 48.00
Log Scaler	43.61	38.82 — 46.00
Logging-Tractor Op.	44.27	38.64 — 49.00
Rigging Slinger	44.44	—
Steel-Spar Operator	46.71	45.92 — 52.00
Swamper	39.79	37.84 — 42.84

Maintenance Workers	Wage Rate Per Hour	
Carpenter	5.81	4.94 — 6.02
Electrical Repairman	5.82	4.76 — 5.97
Labourer	4.66	4.49 — 4.90
Machinist	5.89	5.04 — 6.14
Millwright	6.01	5.76 — 6.14
Shipping Clerk	5.23	4.91 — 5.36
Truck Driver (Light)	5.20	4.67 — 5.89
Welder	5.96	5.77 — 6.04

NEWSPRINT MANUFACTURING

Back Tender, Paper Machine	7.44	6.34 — 8.02
Beater Tender	5.62	5.15 — 6.40
Broke Hustler	4.69	4.51 — 4.81
Fifth Hand	5.03	4.68 — 5.27
Fourdrinier-Machine Op.	8.22	6.87 — 9.00
Fourth Hand	5.38	4.89 — 5.66
Oiler & Greaser	4.87	4.56 — 5.02
Roll Finisher	4.67	4.59 — 4.72
Winderman, Paper Machine	6.46	5.53 — 7.00

Occupation	Wage Rate Per Hour	
	Average	Predominant Range
PULP MANUFACTURING OCCUPATIONS		
Acid Maker	5.09	4.27 — 5.58
Blow-Pit Man	4.64	4.47 — 4.76
Chipperman	4.74	4.54 — 4.99
Cylinder-Machine Op.	5.78	5.02 — 6.72
Digester Operator	5.79	5.18 — 6.24
Digester Tender, 1st Class	4.90	4.68 — 5.15
Digester Tender, 2nd Class	4.59	4.32 — 4.82
Grinder Man	4.66	4.63 — 4.69
Screenman	4.91	4.57 — 5.32
Transfer Man	4.60	4.37 — 4.89

SAWMILL OCCUPATIONS

Boiler Operator	4.82	4.49 — 5.20
Boomman, Mill Pond	5.00	4.66 — 5.27
Edger Man	5.02	4.55 — 5.71
Grader, Lumber	5.08	4.71 — 5.34
Head-Saw Operator	6.30	5.12 — 7.15
Head-Saw Operator, Circular	5.69	4.72 — 6.49
Labourer, Non-Production	4.43	4.34 — 4.52
Log Turner	4.54	4.06 — 4.69
Log Scaler	4.81	4.54 — 5.18
Lumber Sorter	4.46	4.41 — 4.50
Material Handler, Heavy	4.49	4.32 — 4.83
Millwright	5.70	5.21 — 5.98
Packager, Hand	4.59	4.18 — 5.50
Resaw Operator	4.92	4.50 — 5.27
Saw Repairman	5.88	5.08 — 6.30
Shingle Sawyer	6.64	5.20 — 7.55
Stacking Machine Tender	4.58	4.43 — 4.90
Straddle-Truck Op.	5.03	4.64 — 5.13
Tail Sawyer	4.60	4.43 — 4.89
Tallyman	4.90	4.52 — 5.22
Trimmer Man	4.76	4.50 — 5.28
Truck Driver, Light and Heavy	4.76	4.52 — 5.13

October 1, 1973

Occupation	Wage Rate Per Month	
	Average	Predominant Range
HOTELS (Less than 200 employees)		
Cashier, Front Office	472	347 — 558
Hotel Clerk, Male	509	390 — 581
Hotel Clerk, Female	462	360 — 556
Bellman	416	277 — 481
Bartender	687	477 — 800
Beverage Waiter	595	589 — 620
Tapman	701	633 — 763
Cashier, Cafeteria, Coffee Shop, Dining Room	479	347 — 572
Supervisor, Chefs and Cooks	747	503 — 1,000
Cook (Small Hotel)	584	433 — 680
Chambermaid	414	303 — 507
Executive Housekeeper	523	400 — 660
Laundrywoman, Light Duties	429	266 — 501
Occupation	Wage Rate Per Hour	
	Average	Predominant Range
Waiter, Formal Service	2.60	2.00 — 2.74
Waitress	2.35	2.00 — 2.65
Painter, Maintenance	4.02	—
Labourer, Non-Production	3.05	2.00 — 3.35

MEN'S CLOTHING MANUFACTURING

Cutter, Hand	2.92	2.00 — 3.45
Cutter, Portable Machine	3.73	2.40 — 4.90
Hand Sewer, Female	2.39	2.10 — 2.65
Inspector, Garment, Female	2.36	—
Pocket Maker, Female	2.37	2.10 — 2.50
Presser, Hand, Female	2.29	2.00 — 2.50
Presser, Machine, Male	3.79	—
Sewing Machine Operator, Male	3.00	2.25 — 3.85
Sewing Machine Operator, Female	2.40	2.05 — 2.85
Tailor, Male	3.96	2.25 — 4.50
Trimmer, Hand, Female	2.21	2.00 — 2.40

Occupation	Wage Rate Per Hour	
	Average	Predominant Range
METAL MINING (Except Gold and Iron)		
Underground Workers		
Car Dropper	4.15	4.10 — 4.18
Hoist Operator	4.75	4.43 — 5.00
Labourer, Underground	3.84	3.65 — 4.04
Mechanical-Shovel Op.	4.57	4.32 — 4.90
Miner, All-Round	4.71	4.32 — 5.00
Miner Helper	4.42	4.29 — 4.79
Timber and Steel-Prop Setter	4.54	4.30 — 4.79
Track Repairman	4.51	—
Surface and Mill Workers		
Bit-Sharpener Tender	4.40	—
Carpenter, Maintenance	5.12	4.50 — 5.55
Crusher Tender	4.26	4.04 — 4.60
Diesel Mechanic	5.00	4.65 — 5.25
Electrical Repairman	5.09	4.59 — 5.55
Filtering Attendant	4.36	3.99 — 4.60
Flotation-Cell Tender	4.66	4.39 — 4.91
Grinder and Classified Tender	4.35	4.05 — 4.50
Labourer, Non-Production	3.82	3.65 — 4.22
Maintenance Machinist	5.41	4.75 — 5.55
Maintenance-Man Helper	4.33	3.99 — 4.83
Millwright	5.07	4.33 — 5.55
Pipe Fitter, Maintenance	4.73	—
Truck Driver, Light and Heavy	4.48	4.30 — 4.60
Welder, Maintenance	5.10	4.60 — 5.36

RETAIL FOOD STORES (Vancouver)

Occupation	Wage Rate Per Week	
	Average	Predominant Range
Cashier, Female	200	194 — 206
Meat Cutter	248	246 — 264
Meat Packager, Female	198	194 — 206
Sales Clerk, Male	212	162 — 232

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria

KAMLOOPS: Dawson Creek, Kamloops, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA HIGHLIGHTS

METRO VANCOUVER AREA

During the first quarter of 1974 the rate of increase in job opportunities tended to moderate following strong employment gains in 1973. The normal January to March seasonal increase was well below increases for the corresponding periods of both 1973 and 1972. In these circumstances normally, unemployment would be expected to rise but this did not occur. For March, Vancouver's unemployment rate was 5.1 per cent of the labour force compared to 7.4 per cent the year before. Part of this improvement is attributed to moderation in the rate of labour force growth against a higher employment base this year. A greater percentage of Vancouver's working age population (potential labour force) is now employed.

QUARTERLY AVERAGES OF VACANCIES RECEIVED

Metro Vancouver Area

	1973	1974	% Change
1st Quarter	6721	7244	+ 7.8%
2nd Quarter . . .	11806		
3rd Quarter	8948		
4th Quarter	7415		

High rates of population, labour force and employment growth have characterized the Metro Vancouver Area for the past ten years. Moderation therefore may be welcome if it alleviates the strains that high growth rates frequently create. In-migration, a major source of population and labour force growth, is also a source of strong pressures for basic services. Where such pressure appears greatest is in the housing sector. Current apartment vacancy rates are near zero, a result of high demand and a depressed rate of apartment construction. With the supply of serviced land for single family and row housing extremely limited, prices for existing dwellings recently have risen inordinately to near the highest in Canada. These conditions exist in spite of a 7 per cent increase in dwellings starts in 1973 over the previous year. In 1973 a total of 17,334 dwellings were started. The existing large unsatisfied demand for housing in the area continues to support a high level of construction employment. A new development in housing is the entry of the B.C. Government through the recent acquisition of a development and construction company.

Vacancies received from construction industry employers represented over 10 per cent of the total for March 1974 compared to 7 per cent for the same month last year. This has occurred despite the union contract negotiations presently underway. A majority of Metro Vancouver construction union agreements expire at the end of April. Projects that will be affected most if strikes do occur are a large number of commercial buildings at various stages of construction in downtown Vancouver. Another factor likely to affect the construction industry is the availability of certain building materials, notably steel, plastics and plumbing supplies. A continuing problem for the industry is the shortage of skilled tradesmen that persists throughout the area.

Manufacturing during the first quarter exhibited a mixed performance and overall the number of vacancies received declined from a year ago. While most firms have maintained employment levels, employee turnover appears to have lessened. No serious cutbacks are evident although material shortages such as steel and plastics are beginning to appear more frequently. One plant that produces plastic pipe for the plumbing, heating and construction industries closed and laid off sixteen workers because of raw material shortages. Another plastics plant was destroyed by fire putting one hundred and thirty out of work. Employment activity in food and beverages, metal fabrication and machinery has been slightly above last year's level. In wood products and transportation equipment employment activity declined slightly from last year.

One of the strongest components of the manufacturing sector has been shipbuilding, stimulated by increasing domestic demand and orders for export. As a result of the subsidy program, employment in shipbuilding has reached the highest level of several years. World demand for tonnage has been high and delivery times from Japanese yards have been extended, thus a local builder was able to tender for twelve ships for the Egyptian government. Amendments to the Canada Shipping Act requiring the restriction of coastal shipping to Canadian flag carriers also should stimulate the building of ships for this trade. Developments in the Arctic already have provided orders for special types of ships and have created new possibilities for the construction of oil rigs. As a result of the improved situation some shipyard operations in the Vancouver area now are planning on a five year basis and offering more employment continuity to skilled workers. Orders recently let by B.C. Ferries total \$45.7 million for three new ferries each of which will keep three hundred and fifty employed

directly for eighteen months. Trades in strong demand are welders, burners, plate fitters, pipe fitters, engine fitters, shipwrights and joiners.

Another manufacturing development that will expand the employment base is the rail car plant of the B.C. Railway under construction at Squamish, which is about twenty-five miles from Vancouver. Construction materials are available and completion of the project is set for August 15th. Recruiting of skilled plant workers is now underway. In addition to this plant the railway's diesel maintenance shops also located in Squamish are expanding. To accommodate the necessary influx of workers the company is building apartments and other housing in the area. Since 1966 the population of Squamish increased by almost 40 per cent and now stands at 8,500. Over the next five years a 30 per cent expansion of employment at the B.C. Railway's Squamish installations is expected. Opportunities for steady employment and on-the-job training are offered.

Sustained periods of strong demand in the primary and secondary sectors of the region have indirect effects that benefit distribution centres such as Vancouver. Reflecting a higher level of disposable income, department store sales are well above last year. Both wholesale and retail trade have produced more job vacancies than last year and a greater share of the total recieved. Finance, insurance and real estate likewise provided proportionately more vacancies compared to last year's first quarter. Community, business and personal services produced more vacancies than in the first quarter of 1973 but maintained only about the same share of the total as last year. By this summer personal services and the hospitality industry should experience a strong upsurge in demand. Because of the energy crisis more visitors from the U.S. are expected. Tourism from Pacific Rim countries such as Japan also continues to increase.

For many occupational skills a tight labour market situation exists today. Persistent shortages (vacancies unfilled over thirty days) have more than doubled since last year and are spread over a wider range of occupations. At the end of March more than eight hundred persistent shortages were listed in Metro Vancouver. Of that total a majority represented construction tradesmen, mechanics and repairmen. Skilled office workers such as secretaries, stenographers, clerk typists and keypunch operators constituted another large number. A third group includes certain technical skills such as draughtsmen, occupational therapists and dental assistants. A new provincial government policy to reduce the pupil teacher ratio in public schools and the prospect of greater replacement needs as retirements increase have created a strong demand for school teachers.

High rates of employment growth usually attract people into the labour force, some of whom are

residents but most of whom tend to be in-migrants. For the first quarter of 1974 the percentage of the working age population participating in the labour force actually declined from the 1973 level. Apart from the sampling error of the Labour Force Survey it is difficult to account precisely for the current phenomenon. It is likely that some of the unemployed have withdrawn from the labour force because of changes in the administration of unemployment insurance. Other factors such as the tight housing situation may have discouraged in-migration. Certainly the existing shortages attest to the availability of jobs in Metro Vancouver.

QUARTERLY AVERAGE OF PARTICIPATION RATES*

Metro Vancouver Area

	1973	1974
1st Quarter	60.5%	59.7%
2nd Quarter	62.1	
3rd Quarter	61.8	
4th Quarter	59.8	

*Percentage of the working age population employed or seeking employment.

Source: Labour Force Survey

For the first time since 1969 unemployment averaged less than 6.0 per cent in the first quarter of 1974. The peak winter rate of 6.0 per cent in January and March compares favourably with the rates of 10.5 and 8.2 per cent respectively for the same months last year.

QUARTERLY AVERAGES OF UNEMPLOYMENT RATES

	1973	1974
1st Quarter	8.7%	5.7%
2nd Quarter	6.4	
3rd Quarter	5.1	
4th Quarter	5.4	

Source: Labour Force Survey

In summary, a much better labour market situation has prevailed through the past winter compared to the experience of several years. A considerable amount of construction work is underway, planned orders for manufactured products extend well into the future and the demand for services remains strong. Into the second quarter the outcome of collective bargaining in the construction and woods industries will have a major impact on the labour market if strikes occur. Again this year the need for a large number of jobs for students is evident.

VANCOUVER ISLAND AREA

Conditions in the Vancouver Island Area labour market during the first quarter of 1974 suggest that, although the economy has continued to be remarkably strong, the boom is now starting to moderate.

The convergence of all the different strands that make up the labour market tapestry is the unemployment rate. The average level of unemployment during the quarter, measured through the Labour Force Survey, was 6.5 per cent of the labour force. This is substantially better than in the first quarter of 1973 when the unemployment rate averaged 7.2 per cent.

UNEMPLOYMENT RATES

Vancouver Island Area

	1972	1973	1974
1st Quarter		7.2%	6.5%
2nd Quarter		6.3	
3rd Quarter	5.9	4.9	
4th Quarter	6.5	6.1	

Source: Labour Force Survey

However, in order to appreciate shifts of labour market activity the reading of unemployment through unemployment rates must always be considered against the backdrop of labour market participation by the working-age population. This participation is also measured for Vancouver Island by the Labour Force Survey, on a monthly basis.

The pattern spelt out by the quarterly changes of the unemployment rate, combined with participation rate changes, is the situation of boom conditions during 1973 with the initial signs of a moderating trend during this quarter.

PARTICIPATION RATES*

Vancouver Island Area

Average	1972	1973	1974
1st Quarter		54.5	54.3
2nd Quarter		55.5	
3rd Quarter	51.0	56.6	
4th Quarter	52.6	55.1	

*Percentage of the working age population employed or seeking employment.

Source: Labour Force Survey

The slight moderation delineated by these overall labour market indicators is also borne out by the pattern of vacancies made available to the labour market through the area Manpower Centres. The following table illustrates the much slower rate of growth, on the year-to-year basis, of vacancies notified during the first quarter of this year.

VACANCIES NOTIFIED TO MANPOWER CENTRES

Vancouver Island Area

Total For	1972	1973	1974
1st Quarter		8,000	8,200
2nd Quarter		9,600	
3rd Quarter	5,800	8,300	
4th Quarter	4,200	6,000	

In addition to these indicators of the over-all Vancouver Island Area labour market, a more specific differentiation should be made to point out that Victoria has not yet experienced the moderation noted in most other centres.

As noted in the previous review the Victoria Area seemed to be assured of further expansion for a large part of 1974. The first quarter of this year has underlined this prospect as commercial and service sector employment showed good gains compared to last year. Manufacturing and construction employment has also been maintained at peak levels for yet another quarter.

With the industrial relations climate so clouded it appears rash to maintain the forecast of further employment growth and good economic conditions for the Victoria area. However, the positive factors in the local economy appear dominant at this time.

The local shipbuilding industry which has been operating at high levels, with employment at the major yard being close to 700 during this quarter, has just received further encouragement with the placing of a B.C. Ferries' order which is expected to maintain a work-force of 350 people for 18 months. Other metal manufacturing plants have also been operating at capacity levels but have been experiencing some material shortages which are likely to curtail employment prospects in this area during the coming year.

Construction activity has also established further gains during the first quarter of this year. Most union tradesmen and construction labourers have been working throughout the quarter. The count of housing units under construction in February was 2,947 compared to 2,621 in February of last year and the building permits issued by the City of Victoria and the Municipality of Saanich amount

to \$14.4 million in the first two months of this year. A problem with material shortages is starting to be experienced on some projects but the outlook remains good.

The final area of strength which emphasizes the encouraging outlook in Victoria for the next quarter is the continued expansion in the government sector. The stability of employment in this sector adds a considerable benefit when many major industries are facing negotiations for new contracts. The commercial and service sectors in Victoria have a fairly stable economy to expand upon during this year.

Most of the other labour markets on Vancouver Island have been experiencing some short-term curtailment of employment during the first quarter of this year due to exceptionally bad weather conditions. Many logging operations were unable to start-up on higher altitude logging even in March and the flow of vacancies in the forestry sector has dropped off substantially from last year. Several centres also reported delays on construction projects caused by weather conditions.

However, in most areas union construction workers are now fully employed and high levels of construction activity are planned for the next quarter. Almost all Vancouver Island area towns have experienced high population growth in the last year and residential construction is presently expanding to provide for this growth.

Some shortages of skilled construction workers are being noted in most areas, and barring a major work stoppage, an anticipated lack of experienced tradesmen will combine with some material shortages to partially restrain an excellent construction outlook.

The wood manufacturing sector has also been operating throughout the quarter at a steady and full capacity level but industrial relations in the logging, sawmills and, more recently, pulp and paper sector are not good. The situation during this summer when the coastal International Woodworkers of America contract expires is hazardous. Work stoppages in the logging sector and sawmills in 1972 when the contract was last negotiated, checked growth in most local economies on Vancouver Island for many months. A similar break this year could have as deleterious an effect.

Fishing and fish processing is a fast growing sector on Vancouver Island, especially on the West Coast. The Tofino-Ucluelet area has been experiencing a considerable boom and two large fish-processing plants are planned for opening this season. Employment will be increased by 100 to 200 plus at the season's peak, which is a substantial expansion to the employment base in the area.

Unlike the Victoria economy, most other centres on Vancouver Island do not have the same stability to maintain their former strong employment growth rate throughout this year. Depending on the tenor of the Forestry and Construction industry contract negotiations the slight moderation of employment growth indicated by the performance of the economy during the first quarter of 1974 may be the precursor of much slower labour market conditions than have been experienced for well over a year.

OKANAGAN-KOOTENAY AREA

Continued strength in the mining and forest based industries and a good seasonal level of residential construction, especially at the Okanagan centres and Kamloops, spearheaded economic activity in this area during the first quarter of 1974. In addition, the shift to installation of generating facilities at the Mica hydro project made it possible for work to continue without interruption during the winter months, in contrast to previous years when approximately 1,000 men would be idled from December to March.

However, employment activity did not keep pace with the last quarter of 1973, reflecting to a large extent the effect of the seasonal slowdown in the construction and trade sectors at Kamloops, and the unusually early onset of spring breakup which curtailed logging throughout the area. Although recruitment of staff by employers through Okanagan-Kootenay manpower centres during the first three months of 1974 also declined from the same period one year earlier, the number of vacancies notified to departmental offices in the area was still well above that of the first quarter of 1970, 1971 and 1972. Relevant operational statistics for the periods compared are enumerated below.

VACANCIES NOTIFIED Okanagan-Kootenay Area		
January-March:	1970	3,641
	1971	4,288
	1972	5,909
	1973	8,180
	1974	6,915
October-December:	1973	*8,146
*Excludes Farm Labour		

A continuing high level of activity in the mineral and forest products industries, resumption of full scale logging, and the usual seasonal buildup in the agricultural, construction and hospitality sectors should ensure continuing strength in economic and employment conditions of this area during the spring and summer months of 1974. Expansion proposed for existing manufacturing establishments and projected opening of several new plants by fall should add further impetus to economic and employment growth. However, the threat of work stoppages in the key construction and forest based industries could adversely affect the promising outlook for the area, particularly if a prolonged closure were to develop. Also, possible spread of the current strike by 275 Kamloops civic workers to Vernon, Kelowna and Penticton could idle another 500

employees, and conceivably delay approval of projects scheduled for these centres and also affect their booming summer tourist industry.

The more important industrial sectors of the Okanagan-Kootenay Area will now be reviewed individually. Resource based manufacturing sub-sectors have been grouped with related primary industries.

As usual agricultural activity was quite slow during the first quarter of 1974. No significant change in employment is expected to occur until the last half of June when cherry picking gets underway in the Southern Okanagan. Harvesting of peaches, apricots, pears and early apples will start during July and August, to be followed by grapes and main crop apple varieties in September and October. Preliminary estimates prepared by the provincial department of agriculture indicate that the 1974 tree fruit and grape tonnage should exceed that of 1973, the best crop year since 1967.

Strong demand for seasonal farm labour can be expected to develop during July, tapering off slightly until mid-August, then peaking during the last three weeks of September and early October. Availability of students should alleviate the pressure for help during July and August. However, a critical shortage of pickers could occur during September, persisting into mid-October.

As in past years log production declined during the first three months of 1973. The abnormally early start of spring breakup substantially curtailed first quarter log production in the Kamloops and Okanagan areas as compared to the same period of 1973. In contrast, the volume of timber scaled in the Kootenays during the first three months of this year was almost on a par with the 1973 footage. Although log hauling was suspended by nearly all Okanagan-Kootenay truckers, a substantial number of loggers were retained to fall and stockpile logs in the woods. Resumption of full scale operations should be general throughout the area by the end of May, probably sooner in the Kamloops and Okanagan communities. Demand for experienced fallers, skidder operators and log loaders will intensify during May but no significant shortages are likely to develop, except possibly at more isolated camps or those where suitable accommodation is not available for workers.

Continued strength in the price of lumber, plywood and pulp maintained production and employment at a high level in area plants during the first three months of 1974. A veneer production "side" commenced operation at sawmills near Trail and Vernon during the period under review, creating 50 new jobs for local residents. A third shift proposed for a Merritt based plant would add 40 more workers to their work force by June. At Nakusp, north of Nelson, Colur ibia River Shake and Shingle

are planning to erect a new manufacturing facility that would provide work for approximately 80 local residents possibly by May. Rebuilding of the F.R. Rotter sawmill at Salmo, south of Nelson, should also be completed by May creating about 30 more jobs for inhabitants of this community.

In general, fair demand prevailed during the period under review for experienced sawmill tradesmen. However, only millwrights were in continuing shortage during the quarter.

Work stoppages at three major mines curtailed mineral production and employment during the first two months of 1974. After a six week shut-down, striking mine and office workers at Cominco's Fording Coal operation, north of Sparwood, finally agreed to a new contract on February 18. The settlement provides for a \$1.40 per hour raise over two years, raising the base rate of tradesmen to \$6.80 per hour by January 1, 1975, and that of other mine workers to \$5.10 per hour. With fringe benefits added the total package is estimated to be worth \$2.40 per hour. Kaiser Resources Ltd's coal mine at Sparwood was also subjected to a short one week walkout early in January which idled 1,300 workers. At Merritt, a four-and-a-half month strike at Craigmont copper mine was finally settled in February. About 375 union members will receive a forty per cent increase over two years, raising tradesmen's rate to \$6.74 per hour by May 29, 1975 and that of labourers to \$5.15 per hour.

Virtually no change occurred in the level of mining employment in the Okanagan-Kootenay District during the first quarter of 1974. Closure of Placid Oil Ltd.'s operation near Cranbrook was offset by buildup of crews at several other small mines. However, an estimated 400-500 workers could be added to Area payrolls during the last half of 1974 as listed below:

PROJECTED EXPANSION IN MINING EMPLOYMENT

Okanagan-Kootenay Area, 1974

	New Jobs
Bralorne Resources Ltd. - projected re-opening gold mine west of Kamloops in 1974 or 1975	150 - 200
O.K. Syndicate (Alwin property) - possible re-sumption production at Highland Valley underground copper operation, southwest of Kamloops	100
Kamad Silver Co. Ltd. - expect to start production at Adams Lake property northeast of Kamloops	30 - 40
Silverquick Development Co. (B.C.) Ltd. - startup planned for mercury mine at Goldbridge, west of Kamloops	20
Dankoe Mines Ltd. (Utica claim) - re-opening Cawston property, south of Penticton	50
Giant Mascot Mines Ltd. - expect to resume production at Greyhound property at Greenwood, west of Trail	60 - 70

Underground miners, heavy duty and maintenance mechanics, millwrights, machinists, pipefitters, welders, and electricians continued to be in short supply at coal mines in the Crownsnest area of southeastern B.C. Shortages for millwrights and maintenance mechanics also occurred at other operations in the Okanagan-Kootenay Area, but on a much smaller scale than at the East Kootenay sites.

Present high production levels at Cominco's ore refining facilities are expected to continue throughout 1974. This firm has been recruiting entry level workers during the past few months and plans to maintain this program at least into summer. As in past years opportunities for student employment at this plant should again be quite favourable..

Production and employment levels in the non-resource based manufacturing sub-sectors improved during the first three months of 1974, particularly in the Okanagan communities. Over 200 workers were added to company payrolls throughout the area during this period. Further gains are projected for the remaining months of 1974. Approximately 500 more workers could be hired before year-end at new or expanded operations planned for Okanagan-Kootenay communities. Projects presently underway or expected to start shortly include two chemical explosives factories and two kilns to produce hydrated lime, all in the Ashcroft-Clinton area, a precast cement products facility at Kamloops, a mobile home plant at Salmon Arm, a fruit and vegetable processing establishment at Creston, alfalfa cubing plants at Vernon and Creston and a poultry processing facility at Enderby. In addition, expansions are expected to be completed by fall at mobile home and recreational vehicle plants at Penticton and Kinnaird and at the brewery located in Creston.

Although new or enlarged manufacturing facilities will stimulate demand for workers, no shortages are likely to develop. A sufficient pool of labour should be available in these communities to implement industry training programs, if required, under the jurisdiction of the Department of Manpower to meet the needs of the employers as they arise. The majority of the new jobs will not require highly skilled training. In addition, it will be possible to draw on the untapped female labour force residing in most of these localities.

Residential, commercial, institutional and hydro construction provided the main source of strength to this sector in the Okanagan-Kootenay centres during the first quarter of 1974, continuing the pattern that has prevailed in this industry since mid-1972 following completion of major mining and forest oriented projects. The mild winter permitted an early start on residential building in 1974. The number of new dwelling units started in

the key organized areas during the first three months of the current year not only exceeded that of the same period in 1973, a record year, but also surpassed the three month total from October to December 1973. As noted below, substantial gains at Vernon, Kelowna and the nearby rural areas more than offset the decline at Kamloops, where startup on several major projects has been delayed, pending finalization of the city's long term development plan.

RESIDENTIAL CONSTRUCTION STATISTICS

KEY CENTRES

Okanagan-Kootenay Area

Municipal Centre	Number Dwelling Units Started		
	Jan. 1974	Mar. 1973	Oct.-Dec. 1973
Kamloops	*232	*392	292
Greater Vernon	327	192	265
Kelowna (1)	550	354	408
Greater Penticton	106	109	136
Trail	12	1	2
Nelson	5	61	5
Cranbrook (1)	77	80	54
Total, Above Centres	1,309	1,189	1,162

*Does not include March (not available for 1974)

(1) Includes neighbouring unorganized areas.

Barring a prolonged strike, over 500 men should be added to the 1973 work force during the second quarter of 1974, primarily for the continuing build-up of crews on the Mica and Kootenay Canal hydro-electric project and associated transmission lines now under construction from these sites to the Lower Mainland. Over 300 more employees were hired for the two major hydro developments alone between January 1 and March 31 of the current year. The level of residential, commercial and institutional construction should accelerate during the ensuing months of 1974, spearheaded by the expected startup on several major hotel, shopping centre and housing projects at Kamloops, Cranbrook and the Okanagan centres. Large scale expansion of educational and hospital facilities throughout the Area and proposals for several new senior citizen and recreational structures should add further impetus to activity in this industrial sector during the summer and fall of 1974.

Shortages of non-union carpenters and building tradesmen may develop by summer, particularly in those areas where there is a high level of residential building. Demand for union members is not likely

to intensify, at least until renewal of the present contract which will be expiring this spring. However, as there appears to be very little possibility of any major industrial project getting underway before fall, no significant occupational shortages are expected to develop during the remaining months of 1974.

Hiring activity by Area employers in the service oriented group of industries during the first three months of 1974 declined not only below the level of the last quarter of 1973 but was also down from that of the same period of 1973. However, vacancies placed with manpower centres in the hospitality sub-sector which account for about twenty-five per cent of the total in the service producing industries, rose in the current quarter in direct contrast to the overall downward or static trend that prevailed generally in other service classifications. Activity in the trade sector, the other principal industry in this group, was slightly below that of the same three month period in 1973; nevertheless it was still reasonably good considering that it substantially exceeded the level of both 1971 and 1972.

Growth in the trade and hospitality oriented industries is again expected to be dominant in the services group during the ensuing months of 1974, spearheaded by further expansion of shopping, accommodation and restaurant facilities. The World Fair, to be held at Spokane during the summer and fall of 1974, is expected to generate increased tourist activity throughout most of the Area, and also benefit retail trade establishments catering to travellers.

Proposed reduction of class sizes, if implemented, will create at least five hundred new teaching positions initially at area schools in September. Expansion of college, hospital and senior citizen facilities will also provide several hundred more jobs in Okanagan-Kootenay communities. The shortage of nurses and related medical personnel which developed during the holiday season in 1973 may again necessitate partial temporary closure of some Area hospitals.

As in past years shortages for waitresses and cooks are likely to develop during the summer months at restaurants, hotels and motels. The situation became quite acute in some areas during 1973 and could intensify even more in this coming season. Additional demand for licensed cosmetologists and hair stylists during the summer months will further aggravate the chronic shortage in this occupation.

NORTH-CENTRAL AREA

Residential construction activity provided an unusual addition to first quarter employment in the Area. As Table I indicates, dwelling starts in January and February were up substantially over the numbers reported last year for six larger centres in the Area. A continuing concentration of activity in the Greater Prince George area was evident, and the value of permits issued for all types of construction in the first two months was up to \$2.79 million in 1974 from \$1.53 million in 1973.

TABLE I
DWELLING STARTS, COMPLETIONS
AND UNDERWAY
CENTRES OF 10,000 AND OVER
(GREATER URBAN AREA)
JANUARY-FEBRUARY 1973 & 1974

	Starts		Completions		Underway*	
	1973	1974	1973	1974	1973	1974
Dawson Creek	3	1	5	1	16	15
Kitimat	—	—	2	2	10	2
Prince George	67	112	247	207	445	689
Prince Rupert	6	15	15	24	12	21
Terrace	4	—	21	3	25	67
Williams Lake	13	3	78	86	26	32

*Under construction at end of February

Continued strength of the construction industry is indicated by the annual survey of investment and repair intentions. Intended spending on new capital-plant and repairs outside Metro Vancouver and Victoria will be up some 15 per cent in 1974. This may be converted to approximately an 8 per cent increase in real investment, if the effects of price changes are removed from the estimates. Investment and repair intentions in the paper and allied industries are up 66 per cent over those in 1973; primary industries and construction are both up 22 per cent; and institutional services and government departments report an increase of 15 per cent.

Material shortages, especially for steel products, and the large number of labour contracts expiring in the late spring and early summer may plague major construction projects. Major projects which affect Area employment include Site 1 on the Peace River which will employ some 1,500 men at peak levels, though only preliminary work is likely to be undertaken this year. A new 80 acre industrial park has been cleared in Terrace, but a shopping centre and motel in that city have been held up by a highway access moratorium. A \$4,000,000 office

building is underway in Prince George and permit values issued there have been very high in the first quarter. Upgrading of the Alaska Highway to Fort Nelson will begin in early spring and two bridges in Terrace CMC are underway. Activity was slow in Quesnel only, though severe snow conditions hampered some work elsewhere.

Agricultural activities were naturally low also due to the seasonal factors. However, labour shortages are anticipated this summer in Fort St. John, where a new \$35 million ranch is to be operating by May. Higher wages are being offered (\$3.50 per hour) and some approaches have been made to the CMC regarding employment visas. Near Prince George and Terrace a continuing dispute between local egg producers and the provincial Egg Marketing Board over quota allocations to Northern Interior suppliers has resulted in at least four producers leaving the industry in the last year.

In the mineral industry there has been much controversy surrounding the provincial government's Mineral Royalties Act. It would be unwise in advance of passage of the Act to attempt a full assessment of its impact on investment, production and employment in the industry. However, the Act is clearly designed to levy higher royalties in periods of a rapid rise in metal prices and it is just such a period which prevails at present. As a "first guess" it is reasonable to assume that some otherwise viable properties may be held out of production until more stable metal prices are the order of the day. In the Peace River coalfields, Dennison and Mitsui continue their study of the Quintette mine, and Brascan and the Provincial Government are expected to make an announcement regarding Sukunka coal by June of this year. The number of drilling rigs active in oil and gas exploration appears to have been roughly equivalent to the previous year, but fewer wells were completed and demand for derrickmen and roughnecks was not strong. Some 400 men were employed in building 77 miles of gathering pipelines however. Labour negotiations have led to settlement of contracts affecting two of the North-Central's copper mines. Two formerly closed mines, Churchill Copper (Fort Nelson) and Noranda Boss Mountain Molybdenum mine (Williams Lake) have resumed production with combined employment of about 300 workers. There are critical shortages of millwrights and heavy duty mechanics in the Terrace area mines.

Heavy snowfalls and higher stumpage fees contributed to a decrease in winter logging activities. There was the even greater deterrent, however, of large inventories of lumber already cut and stockpiled due to bottlenecks in rail shipments.

In sawmilling and wood manufacture several new developments are noteworthy. Fort Nelson Forest Industries is expected to open a new mill,

for which logs were being stockpiled in the first quarter; it will add about 100 jobs to that firm's payroll. A forty man mill is about to open in Fort St. John. Babine Forest Products, a consortium of Weldwood, Cancel and Eurocan, with an option on 8% being offered to the B.C. Association of Non-Status Indians, has been awarded timber rights in the Burns Lake area. They are to build a \$7.5 to \$8 million sawmill which will employ 350 to 400 men with construction expected to begin this summer. The Terrace sawmill of Cancel will receive a \$1.5 million investment to improve efficiency.

In paper and allied industries, Cancel intends to spend some \$30 million over the next eight years improving pollution control equipment on its two pulp mills, one of which is in North-Central (Prince Rupert). However, expenditures of this type would be conditional upon determining the long-term viability of the Prince Rupert Kraft pulp mill in terms of supply of residual chips. Pulp mills at Kitimat and Prince Rupert have been suffering from a chronic inadequacy of chips and in recent months a shortage of chip cars on the rail lines supplying Prince George area mills has caused their inventories of chips to deplete. Approximately 140 additional chip cars have been promised by CNR, most of them for the northern runs.

The continuing shortage of rolling stock on the CNR, and especially on the BCR, caused layoffs or cutbacks to 4 day work-weeks at more than a dozen sawing and planing establishments. BCR is attempting to lease U.S. cars and its own Squamish plant will begin production this summer, but the outlook is for a continuing shortage of rolling stock relative to demands of lumber producers.

In other transportation and communications developments two hauling companies in Dawson Creek have expanded their facilities. Six barges and one tug are being reassembled in Fort St. John for use in water hauling and a new bus terminal is planned in Terrace. B.C. Tel has an increased program of expansion for 1974 which includes \$14 million in the northern region that will introduce direct distance dialing to Prince George and Williams Lake. Federal-provincial agreements to spend \$40 million on upgrading the Yellowhead highway may increase traffic flows in North-Central in spite of the fact that most of the improvements are for the Prairie sections.

The trade and finance sectors featured the entry of ICBC with little apparent displacement of private sector clerical help. The merger of two food wholesale firms caused layoffs of 30 employees in Prince George while in Williams Lake two new shopping centres will open in the second quarter raising demands for labour.

Community planning developments are dominated by the proposals for an 'instant' town at Takla

Lake to house 50 forestry workers and their families, and by amalgamation proposals for Greater Prince George. The latter item includes the possibility of stricter controls on developments and greater emphasis on town planning.

Service industry demands were not great through most of the district as the tourist season had not begun, though the coastal areas of Prince Rupert and Kitimat were making preparations. A new hotel has been completed in Fort St. John involving as many as 60 new jobs, and a new hotel is nearly completed in Williams Lake.

The flow of new vacancies to Canada Manpower Centres neither increased nor decreased over the same period of the previous year. There were shifts in the emphasis though with increased vacancies in forestry, wood manufacturing, paper and allied, construction, transportation and communication, and finance serving to offset decreases in agriculture, mining, services, and public administration. The character of occupational shortages has also altered somewhat with managerial and administrative, service, and construction occupations being relatively less important in the total list of shortages while sales and product fabricating and repair occupations have increased in relative importance. However, the actual quantity of persistent shortages increased for all occupations except farming, fishing and trapping, and forestry.

TABLE II
VACANCIES NOTIFIED
North-Central

INDUSTRY	FIRST QUARTER 1973	FIRST QUARTER 1974
Agriculture	102	51
Forestry	711	939
Fishing & Trapping	9	7
Mines, Quarries & Oilwells	278	218
Manufacturing	1,022	1,278
Wood	597	871
Paper	229	190
Other	196	217
Construction	520	581
Transportation & Communications	423	461
Trade	748	670
Finance, Insurance & Real Estate	145	182
Community, Business & Personal Services	1,897	1,613
Public Administration & Defence	532	389
	<u>6,387</u>	<u>6,389</u>

CMC WHITEHORSE

The recently published annual survey of private and public investment intentions, prepared by Statistics Canada and the Department of Industry, Trade and Commerce indicates a fairly steady picture for the Northern economy. Figures released are for the Yukon and the Northwest Territories combined. The total of new capital construction and machinery and equipment purchases in 1973 has been initially estimated at \$436 million for the Territories, while the survey finds intentions of \$472 million for 1974, an increase of 8% in current dollars. However, inflation in building materials prices, and other prices, means that the true picture is probably close to no change from last year's level of real investment and repair expenditures. A further interesting point is that 62% of planned investment in the two territories is in the primary and construction industries as opposed to 16% for Canada as a whole. This reflects the dominance of resource industries in the North.

As regards the labour market, the Canada Manpower Centre at Whitehorse was notified of some 917 vacancies in the first three months of 1974. This was an increase of 50% over the same figure for 1973. The increased vacancies were mainly in mining, construction, transportation and communication and utilities, and public administration. It seems unlikely that so large an increase in vacancies notified could be due solely to increasing CMC penetration of the labour market.

TABLE I
VACANCIES NOTIFIED
CMC WHITEHORSE

INDUSTRY GROUP	Jan.-Mar. 1973	Jan.-Mar. 1974
Agriculture, Forestry, Fishing & Trapping	—	7
Mines, Quarries & Oilwells	125	173
Manufacturing	21	20
Construction	15	126
Transportation, Communication & Utilities	41	117
Trade	89	86
Finance, Insurance & Real Estate	17	7
Community, Business & Personal Services	184	180
Public Administration & Defence	116	201
	<u>608</u>	<u>917</u>

Increased activity in the labour market as a whole and a larger demand for labour, at least in the first quarter, is indicated by the vacancies.

Activity in the 5 producing mines was at a high level. For the month of January, the only month for which Territorial Government figures are available, 1973 employment was 1,084 and 1974 employment was 1,212, an increase of 12%. This increase occurs in spite of the closure of the Wellgreen Mine that employed some 83 men in January 1973. The high gold prices now being recorded have stimulated activity in the placer gold mines as well. A large volume of mineral exploration is expected in 1974, especially near Minto and in the Bonnet Plume area. The mines continue to face shortages of skilled personnel, especially heavy duty mechanics, and overseas recruitment is being considered in some cases.

In the forest products sector, a rather modest element in the territorial economy in relation to mining, the expectation is for operations to begin immediately after break-up. At least one new access road and one new sawmill are underway. A shortage of qualified sawyers and other sawmill workers is anticipated.

Two large highway projects (Dempster and Skagway to Carcross) are in progress but supplies for the latter have been delayed somewhat, causing work to continue at reduced levels till perhaps mid April. In addition, there is bridge construction in Whitehorse and contracts have been called for approximately 65 miles of road upgrading. The Aishihik power project is continuing with problems in terms of a turnover in miners. Good co-operation between the department and the labour unions in terms of northern hiring preferences and channeling of vacancies through the CMC has been achieved. Residential construction will be supported by Yukon Housing Corporation plans to construct 165 units in 1974, a four-fold increase over the previous year's activity.

In the services area there is a continuing shortage of chefs and hairdressers and also of stenographers and typists. This latter shortage plagues public administration as well. Urgent demands in the medical fields for orderlies and X-ray technicians are also reported. There may be shortages of experienced chainmen on the highway construction surveys.

MANPOWER PROGRAMS

BASIC JOB READINESS TRAINING

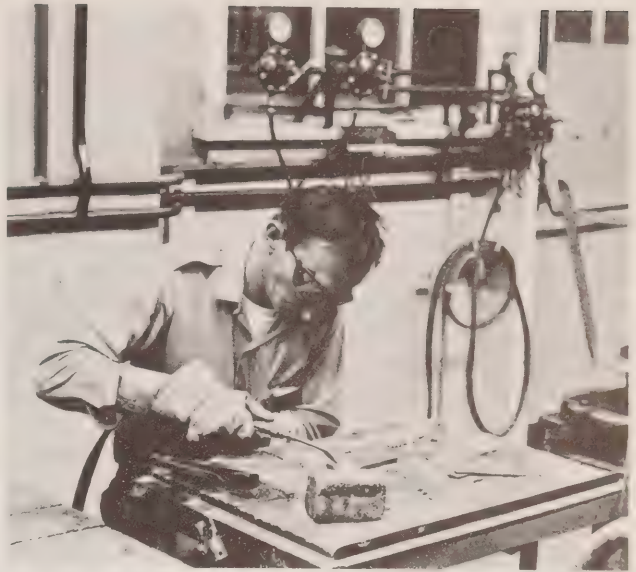
Canada Manpower Training Programs are an important and effective tool in improving the quality of the nation's labour force. Training gives unskilled workers skills and knowledge, upgrades the skills of existing workers, and provides new abilities to workers whose skills have become redundant. Pre-apprenticeship Training provides the basics to reach Journeyman status in designated trades. Industrial Training meets the specific needs of employers and employees through in plant training.

Easy? Not when too many Canadians are not equipped to take advantage of these opportunities, often because their academic schooling ended and the working world kept demanding more. Canada Manpower began supporting programs which would quickly provide trainees with the knowledge needed to enter a job or meet the entrance requirements of a skill training course in public or private vocational schools.

Called Basic Training for Skills Development, the program can provide successful graduates with the level of learning equal to their vocational goals — from grade 4 to grade 12.

Besides the uneducated, Canada has a potential workforce in people who need special academic and life skills training to help them adjust and prepare for the demands of the working world.

Called Basic Job Readiness Training, the program is designed to help people come from behind barriers and equip them to take part in the real world. The basic jobs readiness program is intended to serve clients whose needs are more than academic. The program content is flexible and may include academic and non-academic training which will help to prepare an individual for entry into the labour market.



Such elements as basic education, language fluency, life skills, work experience, job orientation and job search techniques may be incorporated as needed into various courses. Psychological testing, aptitude appraisal and health counselling are also useful components.

Employment Orientation For Women courses are intended to meet the specific needs of women trying to carve an independent niche in the world. Basic Employment Skills Training is designed to assist men to gain self-confidence and assess their vocational and academic abilities and knowledge.

During the past year, a number of other training courses were conducted, within the framework of the job readiness program in various locations in the Province. The content in each of these courses was designed to meet the specific needs of the clients attending the course.

In March of this year, a pilot Work Assessment Training course commenced in Burnaby. This course, including both men and women is designed to assess the vocational potential or working capability of clients.

The BJRT Program shares the fundamental objectives of assisting trainees to obtain suitable employment; however, because of its flexibility, it can meet the needs of many people for whom present courses are inappropriate or inaccessible. BJRT has the potential to effectively assist individuals or groups increase their employment potential.

As with all Manpower programs basic job readiness is aimed at getting people back to work or into work or into training that will lead to work. The basis of the program is recognition that some people have a longer trip into the labour force than others.



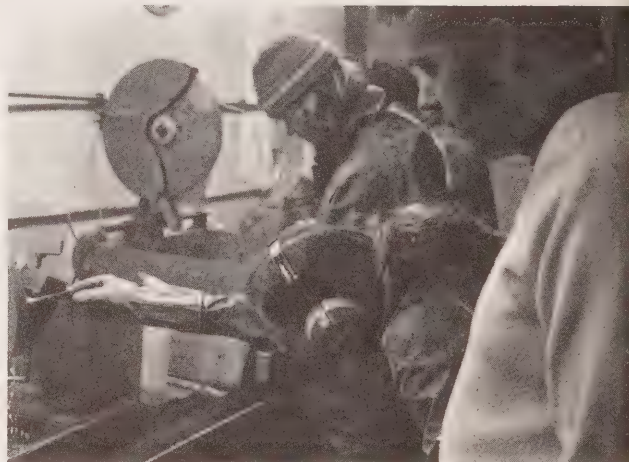
CANADA MANPOWER INDUSTRIAL TRAINING PROGRAM

One of the major challenges in business is the development of human resources through training of workers. Great strides have been made by industry in worker upgrading programs, but if we, as a nation, are to continue to grow and improve productivity, more effective training must be implemented.

The Canada Manpower Industrial Training Program is designed to stimulate the Canadian economy, reduce unemployment and improve productivity through the expansion and improvement of employer-centered training. The program is a catalyst to aid employers; it does not replace the employers' responsibilities for training.

Specifically, objectives of the program are to:

- a) Support industrial development in various regions of the country;
- b) Alleviate persistent skill shortages;
- c) Prevent the lay-off of workers because of technological or other changes;
- d) Encourage new and improved industrial training programs;
- e) Equalize employment opportunities for disadvantaged workers and the unemployed who lack marketable skills.



Financial support from Canada Manpower may include:

- a) A share of the instructional costs which the employer encounters in operating the program, often up to 100%;
- b) A substantial share of the trainees' wages.

The Department of Manpower and Immigration is committed to help employers and associations with their plans to develop and implement industrial training within the general guidelines and needs of the economy, providing both financial and technical assistance.

Canada Manpower Centre staff, supported by Industrial Training Consultants are ready to provide financial and technical resources to employers for any appropriate training program. Employers and associations are urged to discuss their training needs with any of the 40 Canada Manpower Centres in B.C. and the Yukon.

SUMMER STUDENTS — THEY REALLY WORK

The problem? 2.16 million Canadian students, 132,000 of them in the Pacific Region, available for summer employment, many depending on summer earnings for their tuition and living expenses in the fall.

The solution? A comprehensive program combining the efforts of all levels of government and private industry to help employ the student labour force.

Traditionally, the Federal Government, through its Department of Manpower and Immigration, has provided the catalyst in the form of Canada Manpower Centres for Students to assist the student match-up with the employer.

This summer, even though the total Federal expenditures for Student Summer Employment and Activities Program (SSEAP) are cut by about \$17 million, the number of CMC's for Students has been increased. (Locations of student offices in the Pacific Region are listed on Page 28 of this issue.)

"Summer 1974" is the title for program this year and \$66 million has been budgeted for student employment programs.

These include:

Department of Manpower and Immigration

- Opportunities for Youth
- Student Mobility Program
- Canada Manpower Centres for Students

Secretary of State Department

- Hostel Services—many including employment counsellors
- Summer Language Bursaries
- Travel and Exchange
- Student Community Service to strengthen Voluntary Agencies

Public Service Commission

- Career and non-career-oriented employment in the Public Service Commission

Department of National Defence

- Cadet Activities
- Reserve (Militia) Training
- Community Assistance Program

Department of Health and Welfare

- Research on Drug Abuse
- Street Agencies to disseminate information on the non-medical use of drugs

Department of Indian Affairs and Northern Development

- Indian High School Student Program

Department of Consumer and Corporate Affairs

- Safety instruction and information about hazardous products.

Detailed information on these programs is available at the local Canada Manpower Centre for Students.

Again, the Canadian Chamber of Commerce has joined with the Department of Manpower and Immigration in publicizing "Operation Placement". This is the name chosen by the Chamber to identify the private sectors' involvement in hiring summer students.

Chambers and Boards of Trade are invited to contact their local CMC-S, all of whom are prepared to provide speakers for luncheon or dinner meetings. All of our summer employees in the Centres are young people who are anxious to meet with employers and discuss the employment of their fellow students.

The Provincial Government has this year announced a \$30 million program called "Careers 1974" designed to assist B.C. students in not only obtaining summer employment, but hopefully melding summer employment with work experience pertinent to their line of academic studies. B.C. Programs include:

1. The normal summer hiring program for the government departments.
2. An opportunity for Provincial Departmental Administrators to hire students to perform special research programs.
3. Industry Initiatives:
 - a) Small businessmen are invited to apply for a salary subsidy for students over and above the number hired in previous years. Subsidaries are up to 50% of the wage bill or up to \$300 per month.
 - b) Farmers are also invited to apply for this wage subsidy hiring students (including children on the family farm) who would like to sample a career in agriculture.
4. Municipalities are invited to participate by hiring secondary students to work in environmental clean-up programs. Salaries of up to \$100 per week will be paid by the Province.
5. Regional Districts may participate by hiring students to work on functions as varied as recreational inventories and services to housing surveys. Salaries up to \$125 per week will be paid by the Province.
6. Professions for tomorrow—directed to university students in Law, Commerce (MBA) and Medicine. "Small" businessmen may, at no cost, receive frank evaluation of their bookkeeping/accounting system from MBA students. Students in Law and Medicine will be paid as they perform various appropriate tasks in communities throughout the Province.
7. Field consultants have been hired and placed in every CMC for students in the Province in co-operation with the Department of Manpower

and Immigration. These students will, as well as sharing the normal placement activities associated with a CMC-S, be reporting to the administrators in Victoria on student needs and desires throughout the Province.

Employers are urged to contact their local CMC or CMC-S and register their requirements now. The students are available now, and as the 1974 slogan emphasizes, **THEY REALLY WORK.**

The list of opportunities for students in B.C. would seem to be long and all-encompassing. But the major proportion of summer jobs for the Region's many students will still come from the private sector.

CANADA MANPOWER CENTRES FOR STUDENTS

Abbotsford	33643 Marshall Road	853-5404
Burnaby	4579 Kingsway	433-7767
Chilliwack	No. 5 — 20 Mill Street	792-1371
Cranbrook	No. 14A — 13th Avenue, South	426-7287
Campbell River	1170 Island Highway	287-9494
Kamloops	634 Victoria Street	322-9354
Kelowna	Federal Bldg., Room 310, 471 Queensway Ave.	763-2433
Nanaimo	No. 1 — 20 Front Street	754-6371
Nelson	514 Vernon Street	352-3155
New Westminster	305 Columbia Street	525-4361
North Vancouver	116 — East 3rd Street (Mall)	980-6564
Penticton	301 Main Street	492-3848
Prince George	No. A — 1523 — 8th Avenue	562-2161
Richmond	541-C No. 3 Road	273-7687
Surrey	10061 — 136A Street	588-9966
Trail	1162 Cedar Avenue	368-6816
Vancouver	432 West Hastings Street	666-1931
Vernon	3202 — 31st Street	545-2125
Victoria	720 Yates Street	385-4437
Whitehorse	106 Main Street	667-4238

CANADA MANPOWER CENTRES WITH A STUDENT ASSISTANT

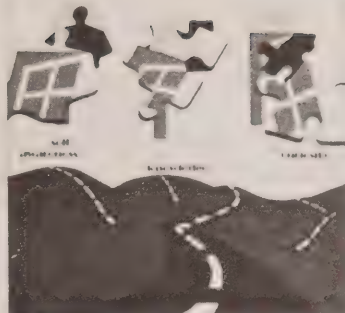
Courtenay	231 — 4th Street	334-3151
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	No. 101 — 435 Trunk Road	748-8111
Fort St. John	P.O. Box 3690, 10071 — 101st Ave.	785-6166
Port Alberni	405 Argyle Street	724-0151
Powell River	4717A Marine Avenue	485-2721
Prince Rupert	138 West 3rd Avenue	624-9671
Quesnel	346 Reid Street	992-5538
Terrace	4630 Lazelle Avenue	635-7134
Williams Lake	99 North 2nd Avenue	392-4184

CMC FOR STUDENTS

APPLICATION !

DON'T FORGET YOUR

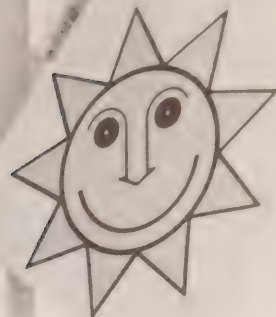
- ✓ name
- ✓ complete address
- ✓ telephone no.
- ✓ social insurance no.
- ✓ age
- ✓ means of transportation
- ✓ special skills
- ✓ signature



PUZZLE ?
 HERE ARE MANY THINGS
 YOU CAN DO.
 CHOOSE A FEW.

? other →

- ✦ service
- ✦ fishing
- ✦ farming
- ✦ forestry
- ✦ labouring
- ✦ career
- ➔ sales

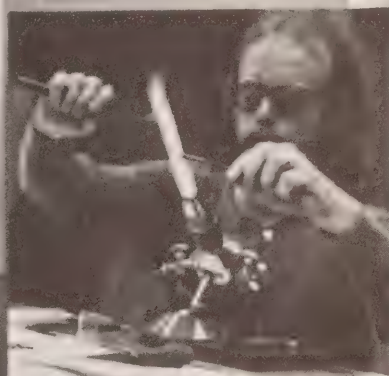


we hired a student
 why don't you?
 contact

REMEMBER

students are
 available for
 summer jobs

call _____
 at _____



students
 FOR
 SUMMER
 JOBS
 REGISTER

at

tel

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street, P.O. Box 460	453-2221
Burnaby	5000 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road E., P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	101 — 435 Trunk Road	748-8111
Fernie	461 Third Avenue	423-6806
Fort St. John	10071 — 101st Avenue, P.O. Box 3690	785-6166
Fort Nelson	2nd Floor, Sikinni Building, P.O. Box 596	774-2727
Hope	777 Fraser Street, P.O. Box 69	869-9901
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
Penticton	Ste. 109 — 245 Winnipeg St.	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Federal Building, Bridge & Kinley Streets	295-6951
Quesnel	346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563B Number 3 Road	273-6431
Smithers	P.O. Box 1028, 1090 Main Street	847-3248
Surrey	10072 King George VI Highway	588-5981
Terrace	4630 Lazelle Avenue	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	388-3481
Whitehorse	Room 101, Federal Building	667-4238
Williams Lake	99 North Second Avenue	392-4184

CANADA MANPOWER CENTRES ON CAMPUS

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Sir William Dawson School, 951 Helmcken Street	685-0842
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 W. Pender St.	681-8111
Victoria	University of Victoria, Building V, P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	1005 — 104th Avenue, P.O. Box 237	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	853-5945
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	P.O. Box 58, 549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 400	562-5534
Prince Rupert	138 Third Avenue West	624-9671
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	2nd Floor, Sandwell Bldg., 1550 Alberni St.	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, 816 Government St.	388-3614
Whitehorse	101 Federal Building	667-4238

MANPOWER CONSULTATIVE SERVICES

Vancouver	Senior Officer MCS, P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-6507
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Shop For Carrots?



why not shop for jobs?

That's one of the new things happening around Canada Manpower Centres these days. Jobs posted for all to see. Choose your own — who best knows what you can and want to do. It's fast. And you do it mostly for yourself. Not much waiting, either.

New jobs come up every day as employers need new workers. Maybe they need you.



**Canada
Manpower
Centre**

Manpower and
Immigration
Robert Andras, Minister

**Centre de
Main-d'œuvre
du Canada**

Main-d'œuvre
et Immigration
Robert Andras, Ministre

THERE ARE 350 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- Recruit qualified workers
- Supply industry with a more productive work force
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where openings are available
- Provide both employers and employees with up-to-date labour market information

WHY NOT GET IN TOUCH WITH YOUR NEAREST CANADA MANPOWER CENTRE? TRAINED MANPOWER COUNSELLORS CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT PROBLEMS.

HON. ROBERT ANDRAS
MINISTER



**Manpower
and Immigration**

**Main-d'œuvre
et Immigration**

manpower review



Manpower
and Immigration

Main-d'œuvre
et Immigration

pacific region



MI12

MI5

3rd quarter 1974 (Vol.7 No.3)

SPECIAL PROGRAMS: OUTREACH
"CAREERS FOR THE 70'S"



Introducing self-serve jobs.

We had a problem at Canada Manpower Centres

Our counsellors were forced to spend so much time fielding the routine that they couldn't deal adequately with the important part.

The important part is working directly with you to help us understand your special employment requirements in depth.

So here's what's going to happen from now on.

All across Canada, we're busy making special Job Information Centres a part of each Canada Manpower Centre.

Some Job Information Centres are operative already.

And in the very near future our clients everywhere will be able to come in and check the up-to-date listings of all job vacancies on display in each Job Information Centre, and in certain other public offices in the community.

Divided into occupational categories, the job descriptions omit the employer's name and address, so that only when the client has selected a job that interests him does he see the Canada Manpower counsellor for details.

Your job order gets wider circulation. In some cases, there's even electronic posting. And built into the system is that final

screening of applicants to make sure qualifications are right.

Now people can help themselves to jobs.

And we can spend the time our counsellors save helping you.

The new Job Information Centre will be coming to your community soon. Drop in and look over new improved Canada Manpower.



Canada
Manpower Centre
Manpower
and Immigration
Robert Andras
Ministre

Centre de Main-d'œuvre
du Canada
Main-d'œuvre
et Immigration
Robert Andras
Ministre

Let's work together.

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- 1912

PACIFIC MANPOWER REVIEW

THIRD QUARTER 1974

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

Foreword

The **Pacific Manpower Review** is published quarterly by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

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TABLE I
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA

ACTUAL	Second Quarter 1974 '000	First Quarter 1974 '000	Second Quarter 1973 '000	Change Second Quarter 1974/1973 %
Labour Force	1,056	1,013	1,009	+ 4.7
Employed	997	947	944	+ 5.6
Unemployed	59	66	65	—
	%	%	%	
Participation Rate*	59.4	57.6	59.1	—
Unemployment Rate	5.6	6.5	6.4	—
SEASONALLY ADJUSTED (p)				
Labour Force	1,046	1,034	999	+ 4.7
Employed	989	976	936	+ 5.7
Unemployed	57	58	63	—
	%	%	%	
Participation Rate*	58.9	58.7	58.6	—
Unemployment Rate	5.5	5.6	6.3	—

(p) Preliminary

* Labour Force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal pattern become available.

Source: *The Labour Force, Statistics Canada, #71-001*

THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

Employment growth during the second quarter outpaced labour force increases, and thereby reduced the average unemployment rate to 5.6%. Seasonally adjusted data show that this is the eighth consecutive quarter in which the employment growth trend has been at least as strong as the growth in labour force.

Employment growth slowed, however, as the primary and secondary industries which expanded rapidly in 1973 were faced with softening product markets and with labour disputes. Slower growth of these industries is anticipated for the remainder of 1974. Service industries provided 70% of the jobs created during the second quarter, and seem headed toward another period of moderate growth, after unusually little expansion in 1973.

This shift in the industrial sources of new jobs has been accompanied by a shift in sources of labour force growth. During the expansion of goods producing industries in 1973, unusual increases in the male labour force were noted. With the weakening of this industrial sector and the resumption of service sector employment in the second quarter, labour force participation of men has resumed the long term downward trend. Women accounted for 53% of the second quarter

labour force growth, but captured only 44% of the increase in employment. Unemployment rates for women declined from 6.0% in the first quarter to 5.6% in the second; the rates for men declined more sharply, from 6.8% to 5.6%.

Youth (under 25) entering the labour market during the second quarter of 1974 expanded this component by over 9% to approximately 278,000. Employment of this group grew even more rapidly – by 12% – to 248,000, thereby reducing unemployment among youth by about 3,000. The unemployment rate for this group at over 10% remains much higher than the average for the total labour force, but is a significant improvement from the first quarter experience.

Labour shortages continued as a pressing problem in the B.C. labour market, although students and other seasonal workers were available to fill many entry level jobs. Shortages of workers with experience or with specialized skills continued to create bottlenecks in the province's labour market. If employment growth slows during the last half of the year, some of the shortages problem may be alleviated, but this labour market imbalance remains one of the principal features of the medium term outlook.

EMPLOYMENT: REVIEW AND OUTLOOK

Second quarter employment estimates for British Columbia indicate that the pace of growth is continuing to slacken after the peak established in the fourth quarter of 1973. (Employment gains over the same period one year earlier were 8.1% in the fourth quarter of 1973; 6.6% in the first quarter of 1974, and 5.6% in the second quarter.) The record employment gains in 1973 pushed many of the goods producing industries to capacity limits but expansion of the service sector was unusually slow. During the second quarter of 1974 these capacity constraints, unseasonable weather, weakening product markets, and industrial disputes restrained growth in both primary and secondary industries. The service industries, on the other hand, resumed longer term growth patterns and provided the bulk of the new job opportunities during the quarter.

The service industries generated 35,000 of the 50,000 additional jobs reported for the second quarter. Average employment in this group reached 671,000; a gain of 5.5% over first quarter employment, and 7.6% over the levels achieved one year earlier.

Year to year gains were most rapid in the public administration sector (15% growth) and in the finance, insurance, and real estate sector (13% growth). Most of the public administration growth is attributed to expansion of the provincial civil service; federal government employment in the province showed no growth during 1973. The provincial government entry into the auto insurance business through the Insurance Corporation of B.C. also accounts for part of the rapid growth of employment in the finance, insurance and real estate sector. However, the very strong housing market of late 1973 and early 1974, and the growth of financial institutions that accompanied the buoyant conditions into early 1974 probably were the major contributors to the 13% annual growth rate reported. Actual employment gains during the less buoyant conditions of the second quarter were minor.

The large community, business and personal services sector generated an additional 14,000 jobs during the second quarter — a gain of 6.7% over the second quarter of 1973. Although employment gains were significant, total demand for labour grew even more rapidly, but a growing number of jobs went unfilled. Even during the first quarter "off-season", the Job Vacancy Survey estimate of

total current vacancies available on an (average) day exceeded 2,300. This is about a 33% increase over the estimate for the first quarter of 1973. Furthermore, by the first quarter of 1974, nearly one half of the total vacancies estimated were designated as "hard-to-fill"; that is, they had been open for 30 days or more. Shortages of skilled personnel in the health services and in the services to business management accounted for many of these openings. However, low pay and unattractive working conditions, particularly in the accommodation and food services sector, resulted in significant shortages of persons with minimal training or experience. Students entering the labour force during the second quarter have reduced the severity of this problem, but skill shortages persist.

Similar problems of inadequate labour supply (or of ineffective labour demand) were apparent in the trade sector. Employment in this industry group has expanded by 15,000 jobs — or by 9% — over the past year, but estimated total current job vacancies have grown nearly twice as fast. The proportion of total vacancies designated as hard-to-fill has also increased dramatically. Students entering the labour market will offset some of the problem in entry level jobs through the summer, but the medium term outlook is for continued labour shortages in this industry.

Settlement of strikes in the primary industries and in construction will likely intensify labour shortages in the transportation, communication and other utilities sector during the third quarter. Second quarter employment was restricted by the construction shutdown in the Fraser Valley, and by the effects of poor weather conditions throughout the province. As a result, employment was only 2% above that one year ago. Although employment growth in this sector has been significantly slower than in the other main service industry groups, this sector, too, has reported a rapid increase in the average number of jobs open on any day. Hard-to-fill vacancies have not been growing as fast, however.

Growing labour shortages in the secondary industries (manufacturing and construction) were also indicated by first quarter Job Vacancy Survey estimates. Total current vacancies¹ were estimated at 2,983; an increase of over 50% since the first quarter 1973. Over one third of these were designated as hard-to-fill. Slower growth of the secondary industries may have reduced the in-

1. The total number of jobs vacant on any day during the quarter.

tensity of the total labour shortages, but specialized skills remained in short supply.

The secondary industries provided 26% of the second quarter employment in British Columbia. Although nearly 10,000 additional jobs were filled during the second quarter, growth did not keep pace with the seasonal pattern of expansion that has been noted in the past. Only minimal gains were made over employment in the second quarter of 1973.

Employment in the manufacture of durable goods declined by approximately 3% from levels achieved in the rapid growth of the second quarter of 1973. This sector is dominated by the woods products manufacturing industries, which generate roughly one third of manufacturing employment in the province. The strikes by woodworkers which accompanied contract negotiations in June contributed to the employment weakness. However, the second quarter results and the outlook for the rest of the year are also affected strongly by the softening of the lumber markets which accompanies the decline in housing construction in the important U.S. export market. Interior mills in particular, have been reporting employment cut-backs from the double and triple shift operations used during peak lumber markets.

Employment in the non-durable goods manufacturing sector exhibited only marginal growth during the second quarter, but gains over last year approximated 5%. The food products manufacturing sector, the paper and allied industries, and the printing and publishing industry are the major employers in this manufacturing group. The strong markets for pulp and paper have supported employment gains in this sector over the past year, but current operation at close to full capacity restricts further growth in the near term, although market demand remains strong. Employment changes in the near future will be concentrated in seasonal jobs in food processing.

Construction employment was adversely affected by strikes late in the second quarter, after strong gains in April and May. Resumption of strike-disrupted activity in the Fraser Valley and on Vancouver Island will help support employment in this sector through 1974. However, housing construction is not expected to generate much additional employment as the effects of high interest rates and scarce mortgage funds depress effective demand. Expansion in heavy construction faces similar funding problems, and the additional

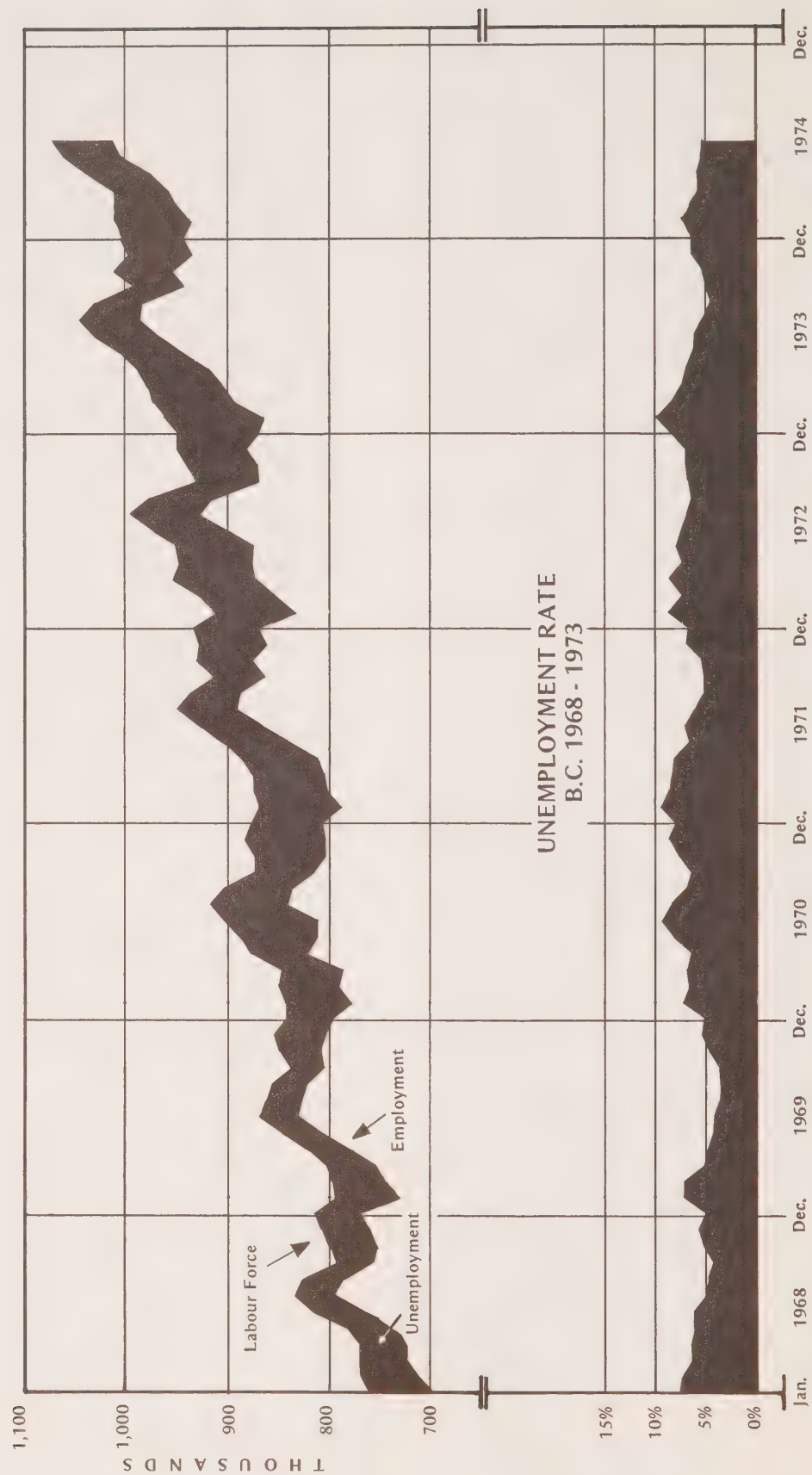
problems of shortages of heavy equipment and of skilled workers. Projects underway or in advanced planning stages should hold construction employment at or near the peak levels established in 1973, but both demand and supply restraints could prevent further growth over the short term.

The employment outlook for the primary industries is also weak, when compared to the rapid growth of 1973. Second quarter performance of this sector in 1974 generated about 5,000 jobs, but almost all of this change may be attributed to normal seasonal expansions in agriculture and in mining. Seasonal adjustment of the estimates indicates about a 6% contraction of employment during the quarter. Actual gains over the second quarter of 1973 were less than 3%.

The primary forest industry was the main source of this sluggishness. Employment levels in the second quarter showed no increases over the first quarter, and were significantly lower than the levels reported one year ago. Unseasonable weather (protracted break-up conditions in the interior and record snow packs at higher elevations) accounts for part of this problem, and strike activity was a further restraint late in the quarter. However, both the second quarter activity and the short term outlook are adversely affected by the more basic problems of weaker product markets and of shortages of production equipment and of skilled workers. These factors are expected to depress employment growth through 1974.

Information currently available indicates that the rest of 1974 will be a period of slower employment growth, particularly in the primary and secondary industries. Some apparent strength may appear simply as a result of strike delayed activity, but the underlying growth trend is expected to moderate further. Service sector employment will likely continue to be the major source of new jobs, as growth rates in this sector slowly recover from the poor performance of 1973.

CHART 1
LABOUR FORCE, EMPLOYMENT & UNEMPLOYMENT
B.C. 1968 - 1973



LABOUR FORCE: REVIEW AND OUTLOOK

The level of unemployment during the second quarter dropped by 7,000 from the first quarter as expansion of jobs outpaced the labour force growth of 4.2%. As a result, the second quarter unemployment rate compared favourably with both the first quarter rate of 6.5% and with that reported one year ago (6.4%).

Examination of the components of labour force growth during the quarter indicates a return to long term trends after unusual shifts in labour force participation in 1973. Much of this return to "normal" trends can be attributed to the shift back to established patterns of industrial growth. The availability of jobs for women was restricted by very slow growth of the service sector in 1973, while jobs traditionally held by males expanded rapidly with the unusual growth of primary and secondary industries. (Census 1971 data indicated that females made up only 13% of employment in goods producing industries but accounted for 43% of service sector employment.) The strength of the goods producing sector, and the high participation rates for males continued into the first quarter of 1974. However, renewed growth of the service sector, and much slower employment growth in primary and secondary industries during the second quarter were accompanied by slower growth of male labour force participation and by an acceleration of female labour force participation. As a result, women accounted for 53% of the increase in labour force during the second quarter of 1974; in 1973 this share was only 25%.

About 23,000 youth (under 25 years of age) entered the labour force during the second quarter. This increase of 9% is nearly equal to the growth of this component during the second quarter of 1973. In 1974, the youth group, which comprises only 26% of the working age population, accounted for approximately 54% of the labour force increase during the quarter.

The second quarter of 1974 was the eighth successive quarter for which seasonally adjusted data indicated that labour force growth was not keeping pace with the expansion of employment. As a result labour shortages have become a growth constraint in some areas. Slower employment growth in the last half of 1974 could easily change this pattern, but growing labour shortages are a real possibility in the longer term outlook.

The relative importance of potential sources of additional labour supply necessary to meet future employment growth is indicated by an examination of recent labour force growth. Over the past four quarters, nearly three quarters of B.C.'s labour force growth flowed from population increases; about one quarter was attributed to participation of a larger share of the working age population. Furthermore, all of the increase due to higher participation rates was added by the female population component; male participation rates continued on a slow downward trend.

Thus the potential for labour force expansion is limited largely by those factors which limit labour force participation of women. Participation rates for males are already close to upper limits; little growth can be expected from this source.

Population growth remains the principal source of additional labour supply. During 1973 B.C.'s population grew by approximately 3.4%; the most rapid growth in Canada. Aging of the population, and net inflows of migrants generated a more rapid growth of the working age population at a rate of 4.2%. Less than one third of total population growth and a smaller share of working age population growth can be attributed to natural increases and to aging. Net migration to B.C. is obviously the dominant source of labour force increases.

Data available for the first four months of 1974 show a marked shift in sources of "net migrants". Over the past five years, inter-provincial flows were the main component of net migration. However, information available for the first four months of 1974 shows a mild decline in net migration to B.C. when compared to the same period one year ago. (Family allowance statistics indicate a minor decrease in inflows and a minor increase in outflows.) Immigration statistics, on the other hand, show very large increases in inflows for January to April over levels reported for the same months during the past five years.

The importance of immigration to labour force growth in British Columbia is likely to grow in the next five year period. Very strong employment growth anticipated in the other western provinces will dampen inter-provincial in-migration. Concurrent rapid employment growth in B.C. may have to depend more on immigration than has been the case in the recent past.

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

The strength of employment growth and the slower growth of the labour force were perhaps the most noteworthy characteristics of the labour market conditions in the Region over the past year. There are indications, however, that employment growth is slowing, and that the rate of increase in labour force size is again approaching the rate of employment growth. This pattern of changes has generated problems of labour shortages, particularly in highly skilled occupations, but the rate of expansion of the number of shortages seems to be moderating.

This perceived pattern of change may be used to explain some of the shifts in the operational statistics gathered by Canada Manpower Centres (CMC's) in British Columbia and the Yukon.

The growing problem of labour shortages which accompanied the rapid employment growth of the past year is clearly evident in the numbers of Occupational Shortages reported. The average monthly estimate for the second quarter of 1974 is nearly two and one quarter times the estimates for one year earlier.

The large increase in the average month-end tally of vacancies registered at CMC's over numbers reported one year ago also reflects the very strong employment growth experienced during that period and possibly reflects the impact of growing

labour shortages. The latter factor may also account for part of the second quarter increase in registered vacancies over first quarter counts. In 1973 this gain was approximately 45%; but in 1974 the increase reported was 68%. Obviously, this does not reflect the slower employment growth in 1974 that is clearly indicated in other data sources. Perhaps the growing problem of labour shortages resulted in more registered vacancies remaining "on the books" because of lack of suitable clients.

The statistics available show significant increases in average month end tallies of clients registered, but the series has been distorted by operational changes which accompanied the introduction of Job Information Centres and other new services. The validity of comparison of the data on registered clients is therefore questionable.

The average number of placements made during a month in the second quarter was up 7.6% over the second quarter of 1973, and 52% over placements made in the first quarter of 1974.

TABLE 2
OPERATIONAL STATISTICS
Pacific Region*

QUARTERLY AVERAGES

	Second Quarter 1974 (p)	First Quarter 1974	Second Quarter 1973	% Change Second Quarter 1974-1973
Registered Clients ¹ (MAN 757)	96,631	69,885	87,745	+ 10.1
Registered Vacancies ² (MAN 757)	13,679	8,121	9,063	+ 50.9
Placements ³ (MAN 751)	15,199	9,974	14,128	+ 7.6
Occupational Shortages ⁴ (OSS)	1,728	1,349	773	+123.5

1 Registered clients without employment seeking full-time or part-time work (month-end).

2 Registered vacancies (month-end).

3 Regular placements plus transfers out.

4 A vacancy which has remained unfilled for 30 days or longer.

p Preliminary

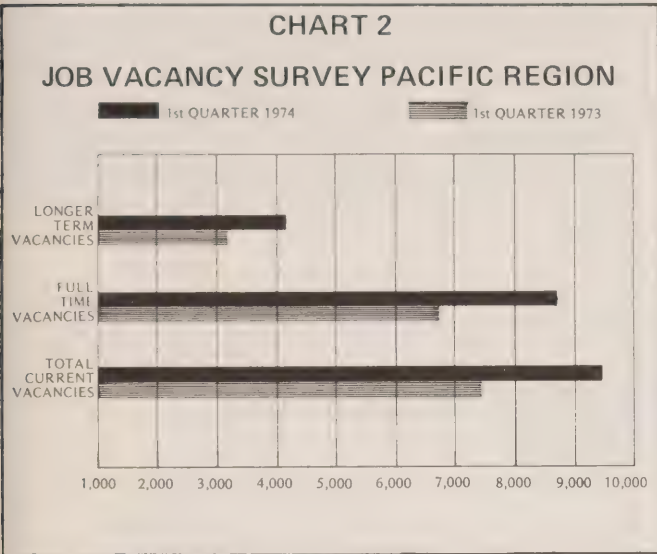
* Includes Yukon

JOB VACANCY SURVEY

The Job Vacancy Survey conducted by Statistics Canada is designed to provide an estimate of the number of unfilled jobs on any day in a three-month period. Estimates are provided in occupational, industrial and geographic details; and are divided into three main categories: total current vacancies, full time vacancies, and longer-term vacancies.

The most current estimates available refer to the first three months of 1974. Employment growth over the one year period from the first quarter of 1973 is apparent in the 28% increase in the estimate of total current vacancies available. (Total current vacancies include vacancies for full time, casual, part-time, seasonal and temporary jobs.) The estimate of 9,489 total current vacancies in the first quarter is nearly 13% higher than the estimate for the fourth quarter of 1973.

Vacancies for full-time jobs which remained unfilled for one month or more (longer-term vacancies) increased much more dramatically over the one year period. The estimate of 4,172 longer-term vacancies in the first quarter was 90% greater than the estimate one year earlier; increases over the fourth quarter were a more modest 7%.



OCCUPATIONAL SHORTAGES

Canada Manpower Centres collect information on jobs which have remained unfilled for at least thirty days. These reports on "Occupational Shortages" provide information with both occupational and geographical detail. Manpower counsellors across Canada use this information as an indicator of possible locations where employment may be found for clients, and as one input to career counselling information. The number of shortages reported also serves as a measure of excess demand for labour.

Occupational shortages reported by Canada Manpower Centres in the Pacific Region reflect the growing problems of labour shortages. A monthly average of over 1,700 shortages were reported for the second quarter of 1974. This estimate is nearly two and one quarter times the estimate for the second quarter of 1973. This extreme change is one more indicator of the imbalances which have accompanied the rapid growth of employment during the past year. The slower pace of employment growth in the second quarter of 1974 is also reflected in this data series. Second quarter estimates of occupational shortages were up 28% over the first quarter estimates; in the more buoyant second quarter of 1973 this increase was 43%.

Occupational groups for which significant shortages were reported during the second quarter included:

Occupations Most in Demand

Occupational groups for which the Job Vacancy Survey indicated demand was strongest during the first quarter included:

Clerical Occupations: especially stenographers, typists, bookkeepers, accountants, receptionists.

Service Occupations: especially food and beverage, personal service, protection service.

Fabricating, Assembling, Repairing Occupations: especially mechanics and repairmen, furniture products fabricating occupations, electrical products fabricating occupations.

Construction: especially electrical power repairmen.

Transport Equipment Occupations: especially motor transportation occupations.

Sales Occupations:

Machining Occupations: especially metal shaping, metal machining.

Sciences, Engineering, Mathematics: especially architecture, engineering occupations.

High Demand:

Industrial, farm, and construction machinery mechanics and repairmen
Motor vehicle mechanics and repairmen
Welding and flame cutting occupations
Waiters, hostesses and stewards (food and beverage)
Miners, all-round
Machinist, general
Barbers, hairdressers and related

Moderate Demand:

Electrical repairmen
Construction electricians and repairmen
Chefs and cooks
Nurses, graduate
Maids, domestic
Labourers, ore processing
Pipefitters and plumbers
Draughtsmen
Secretaries and stenographers

EMPLOYMENT AND INCOME BY OCCUPATION

Census 1971 reported that 846,370 labour force members in British Columbia were employed during the week prior to census enumeration. 775,050 of these persons stated their occupation — 8% of those employed did not provide occupational information.

Employed males numbered 561,635; 520,455 stated occupations. Employed females numbered 284,740; 254,605 stated occupations. Males therefore accounted for 67% of employment in stated occupations; females made up 33%.

36% of all stated employment was concentrated in 4% of the occupations; 278,080 persons were employed in the 20 largest occupational groups (Classified in the Canadian Classification and Dic-

tionary of Occupations — CCDO — four digit classification, which includes 498 occupational units.)

Employment of males was not as heavily concentrated. The twenty occupations employing the largest number of males accounted for 34% (177,660 persons) of total male employment in stated occupations.

Employment of women was much more highly concentrated in a small number of occupations. Nearly two thirds of female employment (in stated occupations) was attributed to 20 occupational groups; nearly one third of the employed female labour force was concentrated in five occupational groups.

TABLE 3
LARGEST OCCUPATIONAL AREAS OF EMPLOYMENT FOR MALES
BRITISH COLUMBIA 1971

Code	Occupation	Title	Employed Labour Force	Index of Average Employment Income 1970
5130	Supervisors: Sales Occupations, Commodities		23,455	117
9175	Truck Drivers		19,160	102
8781	Carpenters and related occupations		11,825	95
6191	Janitors, Charworkers and Cleaners		11,815	76
8581	Motor Vehicle Mechanics and Repairmen		10,240	94
8584	Industrial, Farm, and Construction Machinery Mechanics and Repairmen		9,250	113
8780	Foremen, Other Construction Trades Occupations		8,805	129
1171	Accountants, Auditors and other Financial Officers		8,690	136
5135	Salesmen and Salespersons: Commodities, N.E.C.		7,400	98
6117	Other Ranks, Armed Forces		7,225	88
9315	Longshoremen, Stevedores, and Freight Handlers		6,690	102
7112	Farmers		6,640	72
5137	Sales Clerks: Commodities		6,535	87
2733	Secondary School Teachers		5,930	135
7182	Farm Workers		5,460	54
8798	Occupations in Labouring and Other Elemental Work, Other Construction Trades		5,455	81
4131	Bookkeepers and Accounting Clerks		5,450	91
8335	Welding and Flame Cutting Occupations		5,335	108
8238	Occupations in Labouring and Other Elemental Work: Wood Processing, except Pulp and Paper		5,305	84
Sub-total: 20 largest occupations of male employment			117,660	n.a.
Sub-total: all stated occupations			520,455	n.a.
Total: all occupations			561,635	113

Source: 1971 Census, Statistics Canada

1. Average employment income for 1970 of individuals 15 years of age or over, who worked full time, full year during 1970. Index = 100 for average income, all occupations, both sexes.

Census also reported average employment income for 1970 for individuals 15 years of age and over who worked full time, full year during 1970. (Although indexed income by occupation by sex is presented with total employment by occupation by sex in the table following, the data is not strictly comparable. Total employment at census 1971 will obviously be different than the employment concept use for the employment income. However, the relative sizes of incomes associated with the major occupations are still clear.)

Average employment income in 1970 for both sexes, and all occupations was \$7,828. The average employment income for men in all occupations was \$8,813; for women it was \$4,987.

Comparison of incomes by occupation is simplified by converting the average income for each occupation to an index, where the average for all occupations (\$7,828) is equal to 100. Then, for example, the average income of males would be $(\$8,813 \div 7,828) \times 100 = 113$. That is, the average male income was 1.13 times as large as (or 13% larger than) the average income for both sexes. Similarly, the average income for females was .64 times as large as (or 36% smaller than) the average income for both sexes. The following tables present such indices relating the average full time-full year employment income in each occupation to the average income in all occupations for both sexes.

TABLE 4
LARGEST OCCUPATIONAL AREAS OF EMPLOYMENT FOR FEMALES
BRITISH COLUMBIA 1971

Code	Occupation	Title	Employed Labour Force	Index of Average Employment Income 1970
4111	Secretaries and Stenographers		21,040	63
5137	Sales Clerks: Commodities		17,235	48
4131	Bookkeepers and Accounting Clerks		16,280	62
6125	Waiters, Hostesses, and Stewards, Food and Beverage		11,885	39
4133	Tellers and Cashiers		11,275	54
2731	Elementary and Kindergarten Teachers		10,450	96
3131	Nurses, Graduate, except Supervisors		8,855	85
4113	Typists and Clerk-Typists		8,115	55
4197	General Office Clerks		6,665	60
3135	Nursing Aides and Orderlies		6,660	62
6191	Janitors, Charworkers, and Cleaners		5,625	45
4199	Other Clerical and Related Occupations, n.e.c.		5,580	63
4171	Receptionists and Information Clerks		5,270	55
5130	Supervisors: Sales Occupations, Commodities		5,060	59
6121	Chefs and Cooks		4,835	49
7182	Farm Workers		4,670	34
6149	Personal Service Occupations, n.e.c.		4,185	37
4175	Telephone Operators		3,695	60
2733	Secondary School Teachers		3,625	119
6143	Barbers, Hairdressers, and Related Occupations		3,420	53
Sub-total: 20 largest occupations of female employment			164,425	n.a.
Sub-total: all stated occupations			254,605	n.a.
Total: all occupations			284,740	64

Source: 1971 Census, Statistics Canada

1. Average employment income for 1970 of individuals 15 years of age or over, who worked full time, full year during 1970. Index = 100 for average income, all occupations, both sexes.

WAGE AND SALARY RATES IN BRITISH COLUMBIA

Source: *Wage Rates, Salaries and Hours of Work, Advance Report, October 1973;*
Canada Department of Labour,
Economics and Research Branch

October 1, 1973

Occupation	Wage Rate Per Month	
	Average	Predominant Range

HOSPITALS

Nurse Aide	509	496 — 527
Nurse, General Duty	755	672 — 842
Nursing Assistant	568	540 — 577
Orderly, Certified	696	646 — 724
Orderly, Uncertified	658	475 — 707
Diagnostic-Radiological Technician, Male	810	690 — 891
Diagnostic-Radiological Technician, Female	755	667 — 842
Medical Laboratory Technician, Male	590	—
Medical Laboratory Technician, Female	567	496 — 684
Medical Laboratory Technologist, Male	809	690 — 935
Medical Laboratory Technologist, Female	758	667 — 876
Morgue Man	784	—
Physiotherapist	861	741 — 918
Chambermaid	487	467 — 493
Cook, Institution, Male	709	634 — 770
Cook, Institution, Female	593	526 — 664
Cook, Helper, Male	653	—
Cook, Helper, Female	514	467 — 575
Laundryman, Heavy Duties	701	669 — 729
Laundryman, Light Duties	503	493 — 513
Seamstress, Linen Room	506	493 — 518

Wage Rate Per Hour

MAINTENANCE AND SERVICE

Boiler Operator	4.81	—
Carpenter, Maintenance	5.29	4.10 — 5.98
Electrical Repairman	5.88	4.20 — 6.45
Labourer, Non-Production	4.16	3.18 — 4.46
Stationary Engineer, 2nd Class	5.46	—
Stationary Engineer, 3rd Class	5.90	5.20 — 6.11
Stationary Engineer, 4th Class	5.25	4.98 — 5.43

Occupation	Wage Rate Per Hour	
	Average	Predominant Range

LAUNDRIES, CLEANERS AND PRESSERS

Laundries		
Extractor Tender	3.40	2.40 — 3.82
Flatwork Finisher, Female	2.45	2.00 — 2.92
Presser, Machine, Female	2.47	2.00 — 2.94
Washing — Machine Tender	3.47	2.50 — 4.00
Dry Cleaning		
Presser, Machine, Male	3.63	—
Presser, Machine, Female	3.09	2.50 — 3.40
Seamstress	2.57	2.10 — 3.00
Silk Finisher, Female	3.04	2.15 — 3.40

LAUNDRIES AND DRY CLEANING

Checker, Female	2.64	2.10 — 2.97
Marker, Female	2.61	—

Wage Rate Per Hour

Counter Clerk, Female	89.00	80.00 — 115.00
Driver Salesman	190.00	132.00 — 209.00

Wage Rate Per Hour

Occupation	Average	Predominant Range
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SHIPBUILDING AND REPAIR

Blacksmith	5.56	—
Electrician, Shipyard	5.57	—
Engine Fitter	5.57	—
Flame-Cutting Machine Operator	5.62	5.56 — 5.70
Joiner	5.61	5.56 — 5.78
Labourer, Non-Production	4.58	4.00 — 4.78
Machinist, General	5.60	—
Pipefitter, Production	5.59	5.56 — 5.70
Pneumatic-Tool Operator	5.52	4.87 — 5.56
Rigger	5.59	—
Shipfitter	5.63	5.56 — 5.78
Shipwright, Wood	5.63	5.56 — 5.78
Truck Driver, Light and Heavy	4.88	—
Welder, Combination	5.61	5.56 — 5.78

MINIMUM WAGE RATES BY PROVINCE

WAGES \$ PER HOUR

	General	Young Workers	Date Effective
FEDERAL	2.20	1.95 for employees under 17	July 1, 1974
British Columbia	2.50	2.10 for employees under 18	June 3, 1974
Alberta	2.00	1.85 for employees under 18 1.50 for students under 18 and employed part-time	April 1, 1974
Saskatchewan	2.25	no special rates for young workers	July 2, 1974
Manitoba	2.15 2.30	1.90 for employees under 18 2.05 for employees under 18	July 1, 1974 January 1, 1975
Ontario	2.00	1.65 for students under 18 employed for not more than 28 hours in a week or during a school holiday	January 1, 1974
Quebec	2.10	2.00 for employees under 18	May 1, 1974
New Brunswick	1.90 2.15 2.30	no special rates for young workers — do — — do —	July 1, 1974 January 1, 1975 July 1, 1975
Nova Scotia	1.80 2.00 2.20	1.55 for employees 14 to 18 — do — — do —	July 1, 1974 October 1, 1974 January 1, 1975
Prince Edward Island	1.75	1.50 for employees under 18	July 1, 1974
Newfoundland	2.00 2.20	no special rates for young workers — do —	July 1, 1974 January 1, 1975
Yukon	2.30	no special rates for young workers	April 1, 1974
Northwest Territories	2.50	1.50 employees under 15 1.75 employees 15 2.00 employees 16	April 1, 1974

Source: Canada Department of Labour

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria

KAMLOOPS: Dawson Creek, Kamloops, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA HIGHLIGHTS

METRO VANCOUVER AREA

Despite a number of industrial disputes, notably the construction industry strike, a relatively tight labour market situation existed in Metro Vancouver during the second quarter of 1974. Although the rate of employment increase tended to level off, unemployment continued to decline. The June unemployment rate of 5.0 per cent was the lowest rate for that month since 1969. The table below illustrates the extent of improvement in the 1974 second quarter level of unemployment over the preceding two years.

QUARTERLY AVERAGE UNEMPLOYMENT RATES

	1972	1973	1974
1st Quarter	8.0	8.7	5.7
2nd Quarter	8.8	6.4	5.1
3rd Quarter	7.6	5.1	
4th Quarter	7.8	5.4	

Source: Labour Force Survey

Reflecting the reduced supply of available manpower is a substantial increase in skill shortages. At the end of June 1974 Metro Vancouver manpower centres reported 135 per cent more shortages on their regular survey returns than for June of 1973. In these circumstances considerable difficulty is experienced by manpower counsellors in matching clients to available jobs and finding sufficient numbers to fill employer job orders.

As indicated below labour force participation rates were slightly lower than last year.

QUARTERLY AVERAGE PARTICIPATION RATES

Metro Vancouver

	1972	1973	1974
1st Quarter	60.6	60.5	59.7
2nd Quarter	60.8	62.1	61.6
3rd Quarter	60.8	61.8	
4th Quarter	58.9	59.8	

Source: Labour Force Survey

A lower level of labour force participation is one aspect of labour supply that is affected by a variety of factors such as changes in the administration of unemployment insurance, the availability of jobs for married women and general employment conditions. Another important aspect of labour supply is the availability of qualified workers for the job orders on hand. Strong employment growth in neighbouring provinces, uncertainties created by industrial disputes, new legislation concerning natural resources and an extremely tight housing situation may tend to reduce the amount of in-migration to Vancouver. Historically, these migrants have been a major source of skilled labour for local industries. With this source supplying less, employers would have to rely more on training local manpower to meet their requirements for skilled workers. For training purposes adequate numbers of young workers with minimum skills and new entrants to the labour market are still available. About 40 per cent of these registered for employment at Metro Vancouver CMC's at the end of March were below the age of twenty-five.

As mentioned above, 1974 so far has been an important year for collective bargaining. Almost all contracts in the construction, hospitality and forest industries expire. Over 64 per cent of the total employees covered by contracts expiring this year are affected in the first half. A selected list of the major industrial disputes occurring in Metro Vancouver during the first half of 1974 appears below.

MAJOR INDUSTRIAL DISPUTES FIRST HALF 1974

Metro Vancouver

Industry or Firm	Starting Date	Workers Involved	Date of Settlement
Fishermen	Feb. 10/74	2,500	Mar. 17/74
Canadian Forest Products (Hunting-Merritt)	Sept. 13/72	200	
MacMillan Bloedel (Red Band Shingle Mill)	Aug. 18/73	80	Plant Closed
Construction Labour Relations Various trade unions	May 1/74	10,000	July 9/74
Forest Industrial Relations and I.W.A.	June 14 /74	14,747) Settled) after
Forest Industrial Relations Operating Engineers	June 14/74	90) mid-July

Labour market performance during the second quarter of 1974 was somewhat mixed. Disruptions occurred but employment overall continued to grow, although at a reduced rate compared to last year. The number of job vacancies notified by employers to Canada Manpower Centres in the area was down slightly from last year's second quarter as indicated in the table below.

QUARTERLY AVERAGES OF VACANCIES RECEIVED

Metro Vancouver

	1972	1973	1974
1st Quarter	5772	6721	7244
2nd Quarter	7218	11806	10163
3rd Quarter	7017	8948	
4th Quarter	6631	7415	

Wood products manufacturing, one of the strong employment growth industries until near the end of the first quarter of 1974, sharply reduced operations as numerous wildcat strikes occurred during the collective bargaining process in June. Prices for export lumber now have begun to ease and demand from the U.S. is down well below the level of last year. It appears unlikely that the industry will return soon to the full capacity operations evident during the early part of this year in Vancouver plants. Domestic demand although strong is not sufficient to offset much decline in export volumes.

Elsewhere in the manufacturing sector, employment levels remained near the peak of several years. With order backlogs, most metal fabricating plants were not severely affected by the two month construction strike. Shipyards, machine shops, truck manufacturers and most other manufacturers continue to operate at capacity levels. Numerous skill shortages also continue to appear particularly in the metal trades, such as fitters, fitter-welders, steel fabricators and machinists.

In the services sector slightly greater than normal seasonal employment increases were evident. Department store sales were well above last year, reflecting a high level of disposable income attributed largely to increased tourism. Both wholesale and retail trade produced proportionately more job vacancies than last year. Finance, insurance and real estate firms also produced a greater share of the total job vacancies notified to Canada Manpower Centres.

Services to business management which includes consulting engineering firms also expanded employment despite the current hiatus in resource industry development. A considerable amount of design and engineering work is being done for overseas clients, many located in Pacific Rim countries. Vancouver's expertise in mining and forestry engineering built up over many years is becoming widely recognized. The demand for engineers and draftsmen remains strong.

Looking ahead for the next few months not much change is expected in the level of employment. With the backlog of work created by the strike the construction industry should remain at capacity. Shipyards and metal fabricating plants also have a backlog of orders to fill. Port activity, a major determinant of transportation employment, is not expected to decline. Expansion plans for the B.C. Ferry system, B.C. Railway and local transit system will result in the creation of more new jobs in transportation. Little if any easing in the demand for skilled workers can be expected in the short-run.

The relative importance of major industry groups to the Metropolitan Vancouver labour force is indicated by the table below.

METROPOLITAN VANCOUVER LABOUR FORCE BY INDUSTRIAL DIVISION AND SEX - 1971

Community, business & personal services	127,775	57,365	70,410
Trade	85,700	51,530	34,170
Manufacturing industries	78,770	62,640	16,130
Transportation, communication, utilities	49,975	40,150	9,830
Construction industry	32,040	30,200	1,835
Finance, insurance & real estate	28,180	13,170	15,020
Public administration & defence	22,330	15,865	6,465
Agriculture	5,425	3,345	2,080
Mining and quarrying	3,375	2,905	470
Forestry	3,355	2,940	420
Fishing & trapping	1,575	1,480	100
Others, unspecified	36,045	20,580	15,465
TOTAL	474,560	302,170	172,390

Source: 1971 Census

VANCOUVER ISLAND AREA

The Vancouver Island area labour market has just chalked up another quarter of vigorous employment conditions.

During the first few months of 1974 there were signs that the economic boom that Vancouver Island has experienced for a year, was starting to moderate. The summing up of the second quarter shows that these signs remained latent, and perhaps weakened temporarily, as the Island economy continued to offer many job opportunities to a still growing labour force.

The count of vacancies offered through the area's Manpower Centres offers a good guide to the level of job availability on Vancouver Island. The 12,700 vacancies listed in the April to June period is substantially higher for the same time last year and at that stage of 1973 there was already a notably strong employment market.

VACANCIES NOTIFIED TO MANPOWER CENTRES

Vancouver Island Area

Total for	1972	1973	1974
1st Quarter		8,000	8,200
2nd Quarter		9,600	12,700
3rd Quarter	5,800	8,300	
4th Quarter	4,200	6,000	

Even though the second quarter of the year is usually a period of heavy vacancies, as employers gear up for seasonal peaks, the large year-to-year change indicates continued good employment growth in the local economy.

A proviso should be added here. At this stage, after over a year of continued and high employment growth, vacancies in the labour market are likely to include a larger than average turnover element as well as more hard-to-fill jobs retained on the books over this period; both aspects reflecting the much tighter labour market especially in skilled occupations.

The initial labour requirements of the rapidly growing economy during 1973 were met largely by an influx into the active labour market of persons who had previously remained out of the labour force. This was reflected the rapid increase in the participation rate for Vancouver Island last year. The labour force is still growing but at a slower rate; the lesser increase in the involvement of the working-age population, which is notified through the Labour Force Survey report of participation rates, has influenced this slower growth.

PARTICIPATION RATES

Vancouver Island

Average for	1972	1973	1974
1st Quarter		54.5	54.3
2nd Quarter	52.7	55.5	56.9
3rd Quarter	51.0	56.6	
4th Quarter	52.6	55.1	

Source: Labour Force Survey

The latest change, taken with expanded flow of vacancies, suggests that the most readily available supply of labour has now been absorbed and strengthens the pattern of a tight labour market.

A further emphasis to this tighter labour market which has been building throughout the past year is given by reports from Manpower Centres throughout the Vancouver Island Area of an increasing incidence of hard to fill vacancies. The total shortages noted in the Vancouver Island area now amount to just over 200; up from 170 last year and from just over 80 at the same time in 1973. The shortages encompass skills across the following occupations: automobile mechanics, auto-body repair, heavy-duty equipment mechanics, millwrights and other maintenance trades; through a few technical engineering specialities to nurses and other medical technicians.

Of interest in this pattern is the virtually unchanged unemployment rate from the same period last year.

UNEMPLOYMENT RATES

Vancouver Island

	1972	1973	1974
1st Quarter		7.2	6.5
2nd Quarter		6.3	6.4
3rd Quarter	5.9	4.9	
4th Quarter	6.5	6.1	

Source: Labour Force Survey

This should only be taken as an approximate measure of unemployment, as the series is subject to large sampling errors; however an inference is still drawn from the present rate that part of the labour force growth is now of persons who are not suitable, frequently through lack of experience, to fill many of the available jobs.

The strength of the manufacturing sector on Vancouver Island has played a large part in sustaining labour market activity at this quarter's high level. Faced with the strong international demand for paper, pulp and paper mills in particular have been very active in seeking workers. Also the shipyards in Victoria, and ship repair and boat-building firms in Nanaimo and other Vancouver Island towns have been working at a very high level of orders. Metal fabricating shops, by maintaining their high employment level, have added to the demand for well skilled workers. In total the manufacturing sector opened 1,900 vacancies through the Area Manpower Centres during this quarter; this compares with 1,100 a year ago.

Toward the end of June labour relations problems caused a considerable disruption of sawmill production and employment and some down-time in the pulpmills on Vancouver Island. The latter mills are likely to immediately return to full capacity employment levels; however the dropping lumber market has recently caused some cut back of third shifts at sawmills and employment will ease back from the high levels of 1973 for at least several months. The remainder of the manufacturing sector is expected to continue with the present good employment levels; this situation will help considerably in maintaining some overall employment growth.

Construction employment also remained at extremely good levels for most of the second quarter as had previously been expected. Commercial projects already underway and engineering construction of roads, sewers and water systems have been using almost record numbers of construction workers in virtually all Vancouver Island towns; the number of projects committed will maintain this work force for many months. However the residential construction sector showed signs of weakening as mortgage rates and other costs escalated. As of June housing units under construction in the Victoria area stood at just under 2,500; down quite substantially from the June 1973 level of 3,400. An exception to this weaker housing picture is the north end of Vancouver Island where housing pressures have encouraged the large employers to assist in extensive residential developments.

The momentum given to the trade and service sectors late in 1973 by the fast growth of employment in base industries in early 1973, was maintained throughout the second quarter of this year.

Some hesitancy, as the International Woodworkers of America contract expired, was noted, but a good start to the tourist season balanced this. Employment, especially in restaurants, hotels and business services, has made major gains into 1974;

this is reflected through the notification of 4,000 vacancies to local Manpower Centres during the second quarter of 1974 by the Community, Business and Personal Service sector. This is up from 2,800 in the same period of 1973.

An immediate impact of the down-time of about a month in many logging operations and sawmills on Vancouver Island will be to slightly dampen any further expansion in the service industries in the early part of the summer, especially for centres outside of Victoria. However additional employment opportunities are still anticipated in these sectors over the next year as the community infrastructure tied to new shopping centres and to financial, accounting and legal services, matures to meet the needs of the larger and more affluent work force.

The relative importance of major industry groups to the Vancouver Island labour force is indicated by the table below.

EXPERIENCED LABOUR FORCE BY INDUSTRY

Vancouver Island Area 1971

Industry	Labour Force	
	Number	% of Total
Agriculture	2,280	1.4
Forestry	10,750	6.5
Fishing and Trapping	1,685	1.0
Mines, Quarries, Oil Wells	1,165	0.7
Manufacturing	24,680	15.0
Construction	9,645	5.9
Transportation, Communications and Other Utilities	11,510	7.0
Trade	23,320	14.2
Finance, Insurance, Real Estate	5,975	3.6
Community, Business & Personal Services	39,745	24.2
Public Administration	20,715	12.6
Unspecified	12,870	7.8
Total	164,325	100.0

Source: 1971 Census (Preliminary)

OKANAGAN-KOOTENAY AREA

A good volume of residential construction activity, buildup of crews on major hydro projects, continued high production levels at Cominco's Trail smelter, and at lumber, plywood and veneer manufacturing establishments throughout the Area, provided the main source of strength to employment during the period under review. The seasonal pickup in the travel industry, resumption of full scale logging and commencement of the Okanagan cherry harvest added further impetus to expansion of the work force during June. However, the impact of the work stoppage by union construction workers, although of relatively minor overall importance, dampened activity in this industry. The prolonged strike by civic workers in Kamloops further slowed employment activity locally in the city.

Following a sluggish first quarter, employment activity registered strong gains during the current three month period. The number of vacancies placed by employers at Area Manpower Centres doubled during this quarter spearheaded by substantial increases, primarily of a seasonal nature, in the agricultural, construction and service industries, notably retail trade, public administration and travel oriented sub-sectors. Of even greater significance was the ten percent rise in the number of vacancies notified over the same quarter of 1973, largely attributable to gains in the manufacturing, construction, catering, hospitality and governmental classifications.

Buoyant economic conditions throughout the Okanagan-Kootenay areas which prevailed during the period under review created strong demand for workers, well above that of the initial quarter of 1974 and also of the same three month interval in 1973 as indicated by the undernoted statistics.

DEMAND INDICATORS			
Okanagan-Kootenay Area			
	April-June 1974	January-March 1974	April-June 1973
Average Number Month-End Vacancies at Area Manpower Centres	2,533	1,216	1,392
Average Monthly Number of Vacancies in Shortage Occupations	368	217	182

Occupational categories in which shortages intensified significantly during the second quarter of 1974 included service, processing, machining and product fabricating occupations and also construction trades.

The strong performance of the Area's economy facilitated absorption of the post secondary student influx to the labour market during May. Vigorous youth employment programs, particularly by the provincial government, boosted Okanagan-Kootenay student hiring to record levels during the period.

A further seasonal buildup of the work force in catering, hospitality and the Okanagan tree fruit industry should provide the main impetus to employment growth in the Area during the summer and fall months of 1974. However, depressed prices for lumber in the principal American market for Southern Interior firms, expected to persist at least into September, could lead to some cutback in production and employment levels in the Area's key forest oriented sectors. Settlement of a threatened prolonged work stoppage which would have idled 8,000 woodworkers and created a serious strain on the Area's economy, now appears to be imminent. The strike by Cominco's 4,000 union members which started early in July is likely to persist at least into August. Business activity at Trail and Kimberley, particularly in the retail trade sector, will undoubtedly feel the effects of the shutdown. Student employment will also be curtailed locally by suspension of production at the plant.

A brief report on the more important industries of the Okanagan-Kootenay Area follows. Resource based manufacturing sub-sectors are reviewed in conjunction with related primary industries.

Stable conditions prevailed in both dairying and ranching during the period under review. Activity in the orchards was limited to the normal seasonal tasks in preparation for the harvesting of the 1974 crop which got underway with commencement of cherry picking in the Southern Okanagan during the last week of June. Demand for workers was light, being primarily for ranch hands and irrigators in the Kamloops area, and for pruners and thinners in the Okanagan.

Seasonal farm labour offices started operations during the period throughout the Okanagan and also at Creston. In addition the B.C. Interior office of the Canada farm labour pool was opened at Armstrong in conjunction with the new federal program designed to provide an adequate supply of labour to the agricultural industry.

Preliminary estimates of Okanagan fruit production for 1974 published by the Provincial Depart-

ment of Agriculture as listed below, forecast a slight decline from the near record tree fruit tonnage of 1973, largely attributable to reduced volumes of both cherries and apples. However, the grape crop is expected to be almost double that of the previous year.

OKANAGAN FRUIT PRODUCTION (TONS)

	1973	1974
Apples	143 495	128 398
Pears	20 532	21 198
Cherries, Sweet & Sour ...	8 612	6 148
Peaches & Apricots	17 883	17 725
Prunes & Plums	4 185	2 914
Grapes	5 125	9 125

Strong demand for seasonal farm labour, expected to prevail during most of July and August, will peak as usual during the last three weeks of September and early October. However, the Okanagan farm labour co-ordinator does not foresee any critical shortage of pickers developing until September when students return to classes.

The normal seasonal buildup in employment at packing houses and processing plants should add over 1,500 more workers to company payrolls by mid-September. However, the local supply of seasonal help should be adequate to meet the increased manpower requirements of these establishments. Closure of a large cannery at Summerland because of inadequate pollution control will ease the tight supply for plant workers there but unfortunately, will cut off an important source of revenue to local residents in this small community.

Production and employment levels at major mines in the Okanagan-Kootenay Area remained quite stable during the second quarter of 1974. Little change in the size of the present work force is projected for the next few months. The long term shortage of underground miners, heavy duty and maintenance mechanics, millwrights, machinists, welders and electricians at coal mining operations in the Crowsnest area of southeastern B.C. continued throughout the second quarter and will probably persist during the remaining months of 1974. Millwrights and maintenance mechanics were also in short supply at other Okanagan-Kootenay mines but on a much smaller scale than at the East Kootenay sites.

Strong world demand for refined zinc and lead maintained production at near peak capacity at

Cominco's smelter at Trail during the three-month period under review. The company also intensified its vigorous recruiting program for plant entry workers but seventy vacancies still remained unfilled at the end of June.

A strike against Cominco's operations on June 30 idled an estimated 2,800 employees at the Trail smelter plus another 1,200 company workers throughout the Kootenays, primarily at the Sullivan mine and adjacent plant in Kimberley. A prolonged work stoppage which is now anticipated will sharply curtail business activity at both Trail and Kimberley.

Log production in the Okanagan and Kootenay valleys continued to lag behind 1973 output, particularly in the Kootenays as indicated by timber scale statistics listed below for the Kamloops and Nelson forest districts. The spring breakup period which started earlier than usual following a mild winter was prolonged by the wet cold spring which kept temperatures near freezing levels at most operations in the Nelson and Cranbrook areas.

LOG PRODUCTION STATISTICS Kamloops and Nelson Forest Districts

	Timber Scale in Thousand Cubic Feet		
	Kamloops Forest District	Nelson Forest District	Total
April-June: 1974	34 699	24 572	59 271
1973	36 985	37 541	74 526

Extensive tree planting operations and an expanded summer student hiring program by the B.C. Forest Service added further strength to employment in the forestry sector during the second quarter of 1974. Approximately 500 students will be employed, either on a full or part-time basis, by this department during the summer months.

Although lumber prices on shipments to the principal "U.S. Rail Market" have declined sharply since March (over \$30 per thousand board feet for both Fir and Spruce) most mills have continued to operate on a normal two-shift basis. Plywood, veneer and pulp production was also maintained at a high level during the period under review. An additional shift was added at Kootenay Forest Products' plywood plant and also at Nicola Valley's veneer plant.

Even though depressed prices for lumber in the key United States market are expected to persist at least until fall, no significant change in production and employment levels is likely to occur in the Southern Interior. Demand for experienced saw-mill tradesmen should remain fairly strong, particularly for millwrights and lumber graders, which are occasionally in shortage during the current three month period.

Production and employment levels in the non-resource based manufacturing sub-sectors remained fairly constant between April and June, 1974. However, approximately 500 more workers could be hired before year-end at new or expanded operations planned for Okanagan-Kootenay communities. Projects presently underway or expected to start shortly include a chemical explosives plant and two kilns to produce hydrated lime, all in the Ashcroft-Clinton area, a precast cement products facility at Kamloops, new mobile home and trailer plants at Salmon Arm and Kelowna, a fruit and vegetable processing establishment at Creston, alfalfa cubing plants at Armstrong and Creston and a poultry processing facility at Enderby. Expansion of mobile home and recreational vehicle factories at Penticton and Kinnaird and of the Quadra Manufacturing chain saw plant at Trail should also be completed by late fall.

Although new or enlarged manufacturing facilities will stimulate demand for workers, no shortages are likely to develop. A sufficient pool of labour should be available in those communities affected to implement industry training programs, if required, under the jurisdiction of the Department of Manpower to meet the needs of the employers as they arise. The majority of the new job openings will not require highly skilled training. In addition, it will be possible to draw on the untapped female labour force residing in most of these localities.

Residential, commercial, institutional and hydro construction provided the main source of strength to this sector during the second quarter of 1974, continuing the pattern that has prevailed in this industry since mid-1972 following completion of major mining and forest oriented projects. Home building in the North and Central Okanagan and to a lesser degree in Kamloops, Cranbrook and Penticton, spearheaded activity in the residential sphere. However, as indicated below, new dwelling units started in the second quarter of 1974 generally declined from that of the previous three month period and were also below the level of the same period of 1973.

Buildup of crews on both the Mica and Kootenay Canal hydro projects added 400 workers to construction payrolls at these sites between April and June. Employment on associated power transmission lines was also augmented during the spring

RESIDENTIAL CONSTRUCTION STATISTICS KEY CENTRES

Okanagan-Kootenay Area

	Number Dwelling Units Started				
	April-June 1974	1973	January- March 1974	January-June 1974	1973
*Greater					
Kamloops	209	300	322	531	816
Vernon (1)	303	516	395	519	598
Kelowna (1)	532	416	547	1 079	770
Penticton (1)	108	253	128	236	362
Trail	21	3	12	33	4
Nelson	8	32	5	13	93
Cranbrook (1)	84	110	80	164	190
Total, Above Centres	1 265	1 630	1 489	2 575	2 833

*Does not include Juen Statistics

(1) Includes neighboring unorganized areas

months of 1974. Several hundred more men will be hired during the summer months as activity accelerates on these major developments.

Commercial and institutional construction was slowed by the strike of electrical workers on union projects and was subsequently aggravated further by the walkout of drivers of the Teamsters' local at Interior ready-mix plants in June. As settlement of these industrial disputes now appears imminent, activity in the affected sub-sectors should pick up during the ensuing months of 1974, spearheaded by projected startup on several major hotel and shopping centre developments in the Okanagan cities, Kamloops and Cranbrook. Large scale expansion of educational and hospital facilities throughout the Okanagan-Kootenay area and possible commencement of work on several new senior citizen and recreational structures should add further impetus to activity in building construction during the summer and fall of 1974.

Strong demand for qualified non-union carpenters prevailed in the Okanagan and at Trail during the second quarter of 1974. Hiring of union carpenters for the Kootenay Canal and Mica hydro projects was also brisk during the spring. A shortage of electricians, pipefitters, concrete finishers and carpenters developed at Trail during the current three month period induced by an intensified recruiting program for Cominco's smelter operation and also by additional requirements for their acid plant construction job being handled by an outside contractor.

The increase in activity projected for the Okanagan-Kootenay construction industry during the summer and fall months should maintain demand for tradesmen at a high level into winter. Current shortages will probably become more acute, particularly at more isolated locations.

As in past years hiring activity by employers in the service producing industries rose sharply during the spring months of 1974. The seasonal increase in travel activity, re-opening of the summer cadet camp at Vernon and normal buildup of personnel at provincial and national parks was further augmented by an expanded provincial government youth employment program. Vacancies placed by employers at Area manpower centres, as listed below, were not only well above the level of the previous three month period, but also generally exceeded that of the same quarter of 1973. In particular, significant gains occurred in the trade, personal services and public administration classifications.

Growth in trade and hospitality oriented industries is again expected to be dominant in the services group during the last half of 1974, spearheaded by further expansion of shopping, accommodation and dining facilities. Expansion of the Village Green motor hotel and opening of the 144-unit Vernon Lodge will create close to 200 new jobs at Vernon alone by October. "Expo 74", which opened in Spokane during June, should provide additional stimulus to Area tourism during the summer and fall months and also benefit retail trade establishments catering to travellers.

Proposed reduction of class sizes to a ratio of twenty students per teachers, if implemented, would add approximately 900 more teachers to area schools in September. Expansion of college, hospital and senior citizen facilities will also create several hundred more jobs for residents in Okanagan-Kootenay communities.

Shortages for hairdressers, waitresses, cooks, kitchens and domestic help which prevailed during the second quarter of 1974 will probably intensify

during the summer and fall months, especially at more isolated locations and at smaller communities where suitable accommodation is often unavailable for seasonal help.

As in past years the most critical period in the hospitality industry will likely develop during September following the return of students to classes. Buildup of production crews in September by Southern Okanagan fruit and vegetable processing plants, many of whom are recruited from catering and related occupations, will place further strain on the tight labour supply in these sub-sectors, particularly at Penticton.

The relative importance of major industry groups to the Okanagan-Kootenay Area labour force is indicated by the table below.

EXPERIENCED LABOUR FORCE BY INDUSTRY

Okanagan-Kootenay Area 1971

Industry	Labour Force	
	Number	% of Total
Agriculture	7,745	5.5
Forestry	4,965	3.6
Fishing and Trapping	35	—
Mines, Quarries, Oil Wells	6,515	4.7
Manufacturing	21,140	15.1
Construction	11,940	8.6
Transportation, Communications and Other Utilities	12,465	8.9
Trade	21,135	15.1
Finance, Insurance, Real Estate	4,195	3.0
Community, Business and Personal Services	31,905	22.8
Public Administration	6,445	4.6
Unspecified	11,210	8.0
Total	139,705	100.0

Source: 1971 Census (Preliminary)

VACANCIES NOTIFIED

Okanagan-Kootenay Area

	April-June 1974		January- March 1974
Transportation, Communication & Utilities	575	574	314
Trade	1 611	1 195	856
Finance, Insurance & Real Estate	244	267	202
Public Administration	1 921	1 481	398
*Personal Services	2 853	2 005	1 294
Education, Health, Recreation, Business & Other Services	1 346	1 591	957
	8 550	7 113	4 021

*Major component Accommodation and Food Services

NORTH-CENTRAL AREA

Seasonal factors during the second quarter were prominent in both the primary and tertiary sectors. In agriculture, spring plantings in the Peace River were somewhat delayed from normal as was the break-up period with its accompanying stoppage of oil exploration and logging. In the Prince Rupert area there were seasonal fishing and canning activities. The tertiary services (which includes tourism) experienced an expected seasonal increase, but non-personal services (such as health, education, services to business management) experienced a strong decline relative to the previous year. Mining activities have been adversely affected by the virtual cessation of exploration activities and by two wildcat walkouts, but were improved somewhat by the re-opening of two minor operations. Labour disputes did not occur in any overall way during the second quarter in the forest industry, and in early July shutdowns which did occur were generally briefer than expected. The lengthy construction dispute in the province's Lower Mainland area did not affect the North-Central Area.

The late spring in the Peace River Area will likely lead to reduced wheat and oat crops, although there will be a partially compensating increase in barley crops. There was a strong demand for both labour and equipment during the second quarter plantings and wages up to \$600 per month (inclusive of room and board) were being offered. A general trend towards mixed farming is being observed in conjunction with the migration of young southern farmers to the Peace area and increasing attention to cattle. In the Prince George area shortages of nitrogen fertilizers may reduce forage crops by as much as 15%. In the Cariboo, although ranch hands are in constant demand, low wages prevent the filling of many vacancies.

In the mining industry, the passage of the provincial government's Mineral Royalties Act occurred during the second quarter. However, the uncertainties created by the federal budget soon to be re-introduced, must also be cleared up before the future outlook for mining industry investments can be accurately assessed. The provincial taxation picture appears to have resulted in a definite decline in exploration expenditures within North-Central B.C., which has an employment impact in personal service industries and in charter transport as well as in the mining services proper.

Three new labour contracts were signed in the area's producing copper mines (Bell, Gibraltar, and Churchill) with two year terms. Wage increases for labourers ranged from 23% at Churchill to 43% at Gibraltar and Bell, while for journeymen the settlements were 22%, 33% and 30% respectively.

Wildcat walkouts affected two district mines during the quarter.

The provincial government has dropped its equity interest in the Sukunka coal mine, and Brascan has indicated it is now considering only small scale developments. Near Smithers a small silver property resumed operations in June with a very small (10 men) crew, but has prospects for development into a much larger (100 men) open pit operation. In the Quesnel area the diatomite open pit is back into operation in preparation for re-opening of the plant.

Peace River oil and gas activities in the first six months of 1974 featured the completion of 6 oil, 37 gas and 75 dry wells for a total of 118 wells, while in the same period of 1973, 109 wells consisting of 6 oil and 41 gas with 62 dry wells were finished. (Footage drilled was greater in the previous year however.) In the last week of June 14 drilling rigs were active as compared to only 7 the previous year. The volumes of oil and gas actually produced were lower in the January to April period of 1974 compared to 1973. Work began in April on the \$25 million sulfur recovery plant of Westcoast Transmission in the Fort Nelson area; in May the crew was approximately 35 persons and is expected to rise to 300 by mid-summer.

The outlook towards the third quarter in the forest products sector is not good, as higher labour costs and reduced demand for lumber and plywood affect wood products manufacturing. For pulp and paper there is no indication of weakening markets, though higher wage and material costs affect that industry as well.

Seasonal factors include a general closure of the woods operations during spring break-up; however in the Peace River areas there is generally little or no resumption of logging until fall freeze-up. Strikes in the coast forest industry affected Prince Rupert and some Terrace area logging, except contract logging, during June; there was no interior strike in logging during the second quarter. Two small logging (and sawmilling) operations in the Lac La Hache area have closed, one of which is to recommence employment in the Fort St. John area. Increasing labour productivity in the woods caused by increasing mechanization is noticeable in such trends as more vacancies for "snipper operators". This increasing productivity leads to higher wages but fewer jobs.

There was a shutdown of a 250 man plywood plant in the Prince George area in June, and Northwood Pulp was struck from May 15 to 27. Generally however, the wood and paper products manufacturing sectors did not feature labour dis-

putes. An unusual kind of plant shutdown occurred in Williams Lake where 6 sawmills were closed for a 2 week period beginning in late June for annual maintenance, employee vacations, and the annual town exhibition.

The new Fort Nelson Forest Industries plant was being put into operation with only one shift. Also in the Peace River area a mid-June to mid-July washout on the B.C. Rail line near Taylor caused some diversion to truck shipments to Dawson Creek. Babine Forest Products had not begun construction of their Burns Lake plant but are expected to do so during the third quarter. The province has issued further timber licences in the Houston and Smithers areas and Eurocan is planning two new mills near Houston by 1976-77, with work forces of 200 men each.

There were some developments in manufacturing areas other than wood and paper (pulp) though far less significant than events in those industries due to their dominant position in the North-Central economy. A machine shop is expanding in Fort St. John, while in Dawson Creek an alfalfa cubing plant will open early in the third quarter with a work force of 50 persons. In the Prince George area there is an experimental 5-man rough furniture making plant, increased activity in pre-fabricated roof trusses, and medicinal chemical products being manufactured from pulp mill by-products. Alcan Aluminum at Kitimat may experience some increased employment in the late 1970's due to the acquisition of a new South American bauxite source. This firm recently released a study indicating that its own turnover problems were more the result of in-plant working conditions than the often discussed "northern isolation" factor.

The Northern Interior was not affected in any major way by the construction industry strike-lockout situation of the second quarter in South-western B.C., with the exception of some bridge work near Terrace. Activity was extremely low in the Quesnel area, with no prospects for immediate improvement. In the rest of the district the picture was quite different, with the major problems being shortages of tradesmen, materials (cement and steel), and mortgage money. A new \$4.5 million shopping centre is to be built in northern Prince George for completion by late 1975, and a \$2½ million mall is planned for Chetwynd. Work continues on 5 other shopping centres in 4 cities, while a mall planned for Terrace has been indefinitely delayed. The major news is the approval of the Site 1 Peace River Project, for which very preliminary work is being done this year, with serious activity to begin in 1976. Work is continuing on the B.C.R. northern extension to Dease Lake, while the C.N.R. extension from Terrace has

not yet commenced. New bridge and upgrading work already underway for the Alaska Highway will be intensified due to flood damages in the early part of July. Table I indicates the levels of residential construction occurring in certain Northern centres as selected and reported by CMHC in the first five months.

TABLE I
RESIDENTIAL CONSTRUCTION ACTIVITY
MAJOR NORTH-CENTRAL CITIES

	Starts (January-May)		Completions (January-May)		Underway May 31	
	1973	1974	1973	1974	1973	1974
Dawson Creek	8	6	13	7	13	14
Kitimat	4	—	7	2	9	2
Prince George	321	449	450	478	496	755
Prince Rupert	25	35	23	43	23	22
Terrace	20	20	27	57	35	33
Williams Lake	92	23	107	98	76	40
	470	533	627	685	652	866

Residential construction is also strong in Fort Nelson where the municipality is servicing some 157 lots, and the B.C. Association of Non-Status Indians and C.M.H.C. are building some 30 houses for the former, employing some 50 persons for up to 6 months. The higher price and lower availability of mortgage money appears to be dampening the increased level of activity suggested in Table I. Table II shows starts each month for the six selected centres.

TABLE II
HOUSING STARTS —
MAJOR NORTH-CENTRAL CITIES
1973 AND 1974

	January	February	March	April	May
1973	44	49	103	128	146
1974	71	60	134	128	140

Starts were higher in the first three months, equal in April and slightly lower in May when comparing 1974 to 1973. By years end it is possible that the North-Central housing construction picture may be very much weaker than in 1973.

In the transport and communications sector the major expansions to capacity are the continuing rail and harbour construction in the Northwest, and introduction of cable television service to Williams Lake, Hundred Mile House, Quesnel, and Prince George. A new radio station offering limited service (3 hours per day) has opened in Vanderhoof and a similar facility will service MacKenzie beginning in October. In passenger transportation, the Northern Alberta Railway has stopped its rail service to Dawson Creek, while Pacific Western Airlines has commenced jet service to that city with connections to Vancouver, Prince George and the Northwest Territories. A small civic bus system has been started in Kitimat. The transport sector was disrupted by a washout, near Taylor, along the B.C. Rail line to Fort Nelson. The damage was incurred in late June and repaired by mid-July. Air transport firms of the charter variety reported some losses of mining exploration contracts due to the taxation proposals.

Two new stores (Hudson's Bay and a Co-op establishments) in Fort St. John generated demands for waitresses, clerks, janitors, sales persons and bakers. In real estate, there is generally a low vacancy rate on living accommodation in Prince George (under 3%) and is especially low in row housing. There was an offering of some 40 residential lots in the Meziadin Lake area in preparation for northern developments.

In the area of services, there does not appear to be any increase in tourist activity in the North-Central Area of B.C., in spite of good reports from the Yukon and from the Okanagan-Kootenay area where spillover effects from the Spokane Fair is a factor. The new Yellowhead Inn in Prince George will open in the autumn. A new restaurant-cabaret employing 25 persons has opened in Terrace, and a new motel is operating in Prince Rupert.

In the public administration and services areas, there are shortages of public school teachers and registered nurses. Fort St. John recently introduced door-to-door mail delivery, creating an increased demand for postal employees. Insufficient supplies of stenographers and clerical workers affects the public services as well as community, business and personal service industries. The rising enrollments at the College of New Caledonia (Prince George) may well raise new professional teaching requirements.

Table III reports the flow of new job orders (not accounting for cancellations) for the second quarter of 1974, for the quarter earlier and for the same quarter in 1973. Although the CMC figures represent only a segment of the total labour market, the alterations in these operational statistics are a rough indicator of the overall demand for labour. There has been a small decrease in the total

number of vacancies notified to CMC's on a year over year basis, suggesting that the growth in total employment is likely to be very weak if indeed there has not been a true slackening of the total labour market.

TABLE III
VACANCIES NOTIFIED,
NORTH-CENTRAL AREA, BY INDUSTRY

	Q2 1974	Q2 1973	Q1 1974	
Agriculture	261	215	51	
Forestry	566	635	939	
Fishing & Trapping	18	10	7	
Mines, Quarries & Oilwells	173	301	218	
Manufacturing	1 769	1 622	1 278	
Wood		1 066	1 006	871
Paper & Allied		291	302	190
All Other		412	314	217
Construction	1 100	1 103	581	
Transportation, Communication & Utilities	732	697	461	
Trade	1 326	1 143	670	
Wholesale		339	259	170
Retail		987	884	500
Finance, Insurance & Real Estate	210	209	182	
Community, Business & Personal Service	2 192	2 996	1 613	
Personal		1 540	1 557	1 149
All Other		652	1 439	464
Public Administration	1 157	771	389	
Total	9 504	9 702	6 389	

Of particular interest is the year to year decline in demands for new workers in the mining industry. Initial reports indicate reduced production levels in B.C.'s mines in addition to the suspension of exploration activities.

Table IV indicates the distribution of total (all industries) vacancies by CMC area.

TABLE IV
ALL VACANCIES NOTIFIED,
NORTH-CENTRAL AREA BY CMC AREA

	Second Quarter 1973	Second Quarter 1974	Percent Change
Dawson Creek	902	892	- 1.1%
Fort St. John	1 189	1 120	- 5.8%
Prince George	3 039	3 052	+ 0.4%
Prince Rupert	855	1 092	+ 27.7%
Quesnel	942	628	-33.3%
Terrace	1 211	1 714	+41.5%
Williams Lake	1 564	1 006	-35.7%
	9 702	9 504	- 2.0%

Generally, there have been strong declines in the Cariboo (Quesnel and Williams Lake) CMCs, strong increases in the Northwest (Prince Rupert and Terrace) CMCs, and a picture close to constant in the Central and Northeastern (Prince George, Dawson Creek, and Fort St. John) CMCs.

In spite of the lack of an increase in job orders, CMCs identified a strong increase in persistent shortages. The trend in shortages was strongly away from managerial, technical, service and construction occupations and towards clerical and sales, processing, machining and product fabricating and repair occupations.

The relative importance of major industry groups to the North-Central Area labour force is indicated by the table below.

EXPERIENCED LABOUR FORCE BY INDUSTRY

North-Central Area 1971

Industry	Labour Force	
	Number	% of Total
Agriculture	3,675	4.0
Forestry	6,640	7.2
Fishing and Trapping	460	0.5
Mines, Quarries, Oil Wells	2,650	2.9
Manufacturing	17,430	18.8
Construction	6,920	7.5
Transportation, Communications and Other Utilities	9,955	10.8
Trade	12,135	13.1
Finance, Insurance, Real Estate	2,345	2.5
Community, Business and Personal Services	18,100	19.6
Public Administration	3,850	4.2
Unspecified	8,360	9.0
Total	92,525	100.0

Source: 1971 Census (Preliminary)

CMC WHITEHORSE

The second quarter's employment picture was dominated by the seasonal beginning of the tourist trade, with early indications of a strong performance in this sector for 1974. Exploration activity in mining has been at reasonably high levels, though not as high as the 1969 peak. Employment in producing mines has been curtailed somewhat by labour disputes, both at Anvil Mines and in the transport sector, but the general outlook is for high mining employment. Forest products employment is not substantially different from 1973. Construction activity, though occasionally hindered as in all areas by material shortages, is definitely running ahead of the 1973 picture.

For the first four months of 1974 employment in the producing Yukon Mines was 1,212 as opposed to 1,081 in 1973, a 21% increase. In May, employment decreased due to a strike at Anvil Mines, the largest Yukon mine, with just over 400 workers. The Cassiar Asbestos Mine at Clinton Creek is planning to mine increased quantities of ore to offset the movement into lower ore grades, while its northern B.C. operation is not. Only slight increases in employment have as yet materialized in spite of the considerable (30%) increase in ore quantities required. This mine can be expected to have three different pits in production by 1975, continuing to produce until 1978 at which time another deposit in the series may have come on stream, while the two smaller present bodies will close. This mine now employs 23 women outside of the office in laboratory, cafeteria, mill, retail store, and laundry, and the mine is willing to hire women as equipment operators. The shutdown of Anvil Mines caused some secondary lay-offs; the White Pass trucking wing had to lay-off some 98 drivers.

Exploration expenditures by mining firms should total approximately \$12 million this year, compared to a peak of \$18 million in 1969. Activity will be concentrated in three areas; the Bonnet Plume River area, 125 miles northeast of Mayo where zinc was located in 1973; the Summit Lake area, 120 miles north of Watson Lake on the N.W.T. border where lead-zinc deposits were found in 1972; and the Minto area, 150 miles north of Whitehorse where copper was located in 1971. There have been at least three cycles in Yukon exploration activity in recent years, one centering on the Anvil lead-zinc discovery and another, in 1969 on the Casino copper-molybdenum find. The present upswing is the result of discoveries in the early 1970's as described above and may also be due to tax changes in British Columbia. Though exact numbers of jobs involved by the new peak in exploration are difficult to forecast, there is a

definite increase that may be expected to raise service industry activities as well.

In the forest products sector, a very small employer in the Yukon, Acorn Timber is installing a new saw that will increase capacity.

Unavailability of materials, especially iron pipe, delayed construction starts on at least four Yukon subdivisions in the second quarter. The 165 units of public housing planned for the Territory are in various stages of progress from land clearing onwards (including contract tendering in June). One school was under construction and one in design stages. The Robert Campbell bridge is underway and is expected to be completed by the end of December. Culverting and paving work on the Steward Crossing-Dawson Road and the Campbell Highway was begun during the quarter. The major construction projects underway are the Aishihik Power Project, the Carcross-Skagway Road, and the Dempster Highway. These projects together employ approximately 350 to 400 persons, of whom the vast majority are Yukon residents.

All indications are that the volume of tourist trade will be high this year. In Whitehorse the usual problem of relatively low wages is coupled with scarce accommodation to make hirings difficult, while more remote highway establishments provide accommodation for staff. There is some transfer of women out of the low wage service occupations

such as cooks, waitresses, and so forth as higher paying jobs previously closed to them (surveying, exploration, camp cooks, etc.) are now open. There is some likelihood of extended tourist activity beyond the Labour Day Weekend to the beginning of October.

In the area of public administration there has been a strong increase in job opportunities.

The vacancies notified to a CMC are a rough indication only of economic activity. In mining and transportation, vacancies would be reduced by the strikes during their course as normal turnovers are eliminated, but increased immediately after the settlement as departed workers must be replaced.

The relative importance of major industry groups to the Whitehorse CMC area is indicated by the table below.

EXPERIENCED LABOUR FORCE BY INDUSTRY

Whitehorse CMC 1971

Industry	Labour Force	
	Number	% of Total
Agriculture	10	0.1
Forestry	80	0.9
Fishing and Trapping	30	0.3
Mines, Quarries, Oil Wells	1,585	17.9
Manufacturing	165	1.9
Construction	575	6.5
Transportation, Communications and Other Utilities	1,250	14.1
Trade	910	10.3
Finance, Insurance and Real Estate	195	2.2
Community, Business and Personal Services	1,885	21.2
Public Administration	1,050	11.8
Unspecified	1,150	13.0
Total	8,880	100.0

Source: 1971 Census (Preliminary)

TABLE I
VACANCIES NOTIFIED BY INDUSTRY
CMC WHITEHORSE

	Quarter II 1974	Quarter II 1973	Quarter I 1974
Agriculture	1	4	—
Forestry	6	5	7
Fishing & Trapping	—	—	—
Mines, Quarries & Oilwells	222	157	173
Manufacturing	23	15	20
Construction	182	25	126
Transport., Communication & Utilities	183	83	117
Trade	194	69	86
Wholesale	51	13	37
Retail	143	56	49
Finance, Insurance & Real Estate	20	27	7
Community, Business & Personal Service (includes tourist industry)	490	484	180
Public Administration	587	454	201
TOTAL	1 908	1 323	917

MANPOWER PROGRAMS

SPECIAL PROGRAMS

The creation of a Special Programs Branch within the Manpower Division (towards the end of 1972) reflected growing Departmental concern on the most appropriate response that might be made to alleviate the needs of disadvantaged "hard-core" unemployed persons. The function of the Branch was seen as providing leadership in the co-ordinated application of all manpower programs and services to the needs of client groups.

It had become apparent that some Manpower clients needed either modified or additional services and it became the primary objective of the Special Programs Branch to ensure the provision and extension of Manpower programs and services to all who needed and wanted them.

A set of programs had been developed in response to an identified need on the part of a portion of job seekers for specialized services which would help them identify their labour market difficulties, improve their employability and gain access to job opportunities. The various program components of the Special Programs "package" were seen as a flexible response to the continuing problem of unacceptably high levels of unemployment and the special needs of some Manpower clients.

Special Programs is, therefore, a multi-program strategy of an experimental nature with strong emphasis being laid on learning about what "works", why, and at what "cost" to the Department and its clients alike. It follows that heavy stress is laid on evaluation, not only to determine the traditional costs and benefits, but to determine which aspects of the strategy "work" most effectively to alleviate the problems experienced by the disadvantaged unemployed in general.

Six programs form part of the Special Programs strategy, namely:

1. Purchase of professional testing counselling and diagnostic services (Counselling Development Branch);
2. Work Adjustment Training (Manpower Training Branch);
3. Basic Job Readiness Training (Manpower Training Branch);
4. Training-on-the-Job for the Disadvantaged (Manpower Training Branch);
5. Local Employment Assistance Projects (Job Creation Branch);
6. Outreach Program (Special Programs Branch).

Special Programs Branch's staff role was to identify gaps and obstacles in the Manpower

delivery system, to recommend needed changes and at the same time to directly administer one of the programs mentioned above, namely, OUT-REACH.

OUTREACH PROGRAM

1). The Outreach Program is designed to facilitate the effective availability of manpower programs and services to individuals and particular groups who do not have adequate access to these programs and services.

We cannot in reality talk of programs and services without taking into account the client for whom the service is intended, hence, the reference to effective availability and adequate access to needed services.

2). The objectives of the Outreach Program are:

- a) to **supplement** regular service delivery in reaching out to areas, communities, neighbourhoods and groups which are not served by the Department, or which do not for any number of reasons, utilize available services resulting in wasted or under-utilized human resource, and related social and economic problems.
- b) to **demonstrate** alternative, innovative means of delivering programs and services to groups with special needs. From such demonstrations learning should result that is transferable to other similar situations.
- c) to **complement** program and service delivery to clients who require additional assistance not normally considered part of the particular program, and where this assistance is not otherwise adequately available.

For example, agreements may be entered into with groups, agencies and individuals to provide specialized follow-up and support to groups of clients who will experience difficulty in adjusting to employment or training.

Without intending to intrude into the legitimate responsibility areas of other agencies, or government departments at any level, project development activity and project operations are encouraged to promote the availability of other needed services for multi-problem clients. The provision of manpower services to such clients in isolation is futile or less than adequate.

3). Basic to the conceptual approach of Outreach, and underlying its objectives, is the premise that there exists within communities, groups, and our client public, expertise and energies which can participate in and contribute to the improved utilization of our programs and services.

4). The main thrust of the Outreach Program is to identify those groups or agencies with these potentials who can contribute to more effective service delivery to groups with special needs and utilize these resources through

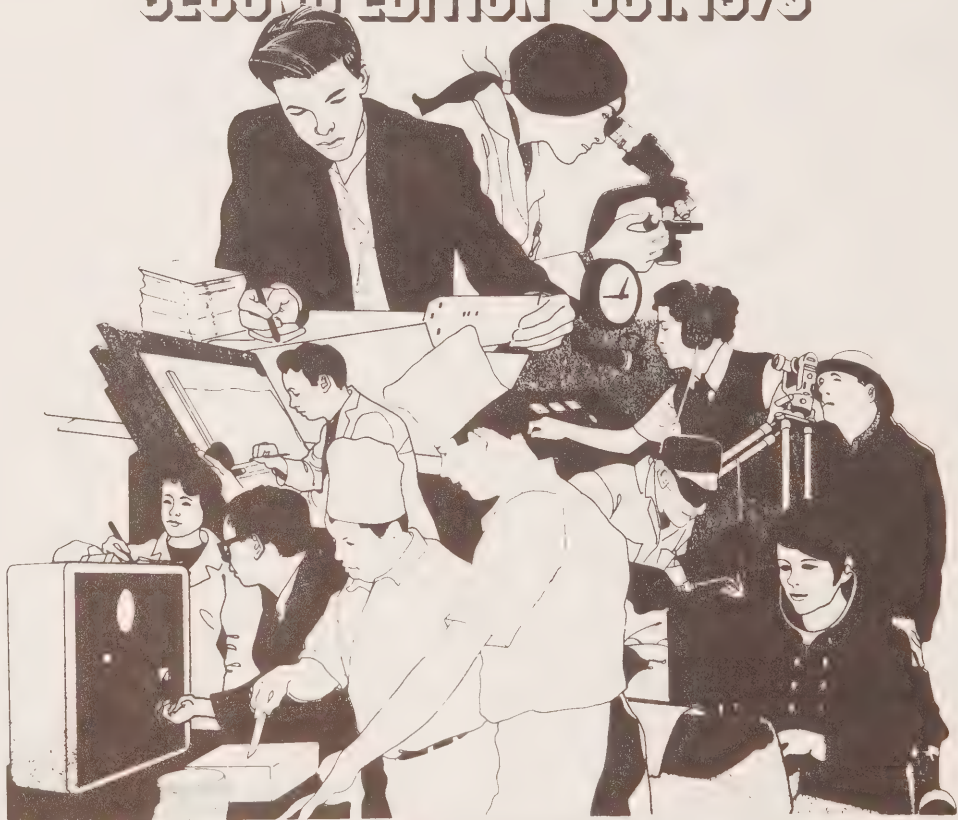
- a) secondment of internal personnel to work within the group or agency environment to improve availability and effectiveness of service (Internal Outreach) and
- b) Under formal agreements departmental contributions of financial and technical resources will be combined with community group competencies with the objectives of improved service to clients, learning experiences for the Department, and identification of program and service obstacles or gaps.

"CAREERS FOR THE 70's"

(A New Handbook of Occupational Information)

CAREERS FOR THE 70's

SECOND EDITION OCT 1973



BRITISH COLUMBIA OCCUPATIONAL INFORMATION

The intent was to make readily available under one cover, the information typically required in the vocational guidance and career planning process. Though the writers had the needs of youth counselling specifically in mind, the data contained are, of course, relevant to and useful in all types of entry and re-entry career counselling situations. "Careers for the 70's" was designed to provide specific up-to-date and B.C. oriented occupational information covering seven broad areas: the nature of the work, working conditions, entry qualifications and requirements, employment outlook, earnings and advancement, further sources of information, and related occupations for vocational guidance purposes.

In addition to the individual occupational descriptions, coverage is provided for twelve industrial profiles and seven appendices, highlighting amongst other things, earnings and entry levels, apprenticeship training, careers for occupational students, audiovisual resources, and services to job seekers. The core content of the handbook categorizes the world of work into twenty-three basic vocational directions — designated as major groups and separately defined — into which each of the career descriptions is placed.

Though this latest volume has been in the field for only 3 months, the demand for additional copies has been high, notably from high schools, and runs well in excess of the copies available. Indeed, with over 370 public and private high schools in B.C. and most requesting classroom sets of 20, the total run could easily have been doubled. It is in both the school and Manpower setting that "Careers" receives its heaviest usage.

Each occupational and profile write-up has been read and modified by selected representatives from appropriate employer groups, unions or associations, training institution, Apprenticeship Counsellor or referring Manpower Counsellor. As a result, a variety of people, organizations and groups have contributed to the development of this volume. Though certain precise details in an undertaking of this nature run the risk of becoming dated with some rapidity, the overall content and

thrust of an occupational information handbook is in a sense always relevant.

Pilot work over the past two years has been assayed in the utilization of "Careers for the 70's" in classroom career planning sessions, initially at the Grade 12 level in Career Exploration type courses. The information is of course equally appropriate and suitable to earlier grades. Moreover, a range of helping professions requiring additional data of a vocational nature have found the present format to be convenient and readable.

There remains yet a reserve supply of about 200 copies for groups or client bodies that may have been overlooked during the initial distribution.

During May and June of this year the second edition of "Careers for the 70's" was published and distributed. This occupational handbook describes approximately 200 career areas covering over 500 specific occupations in B.C. for which training and employment opportunity alike are available within the Province.

The present edition, completely revised and current to October 1973, is a response to the high demand engendered by the first edition of December 1970 which met with something equivalent to instant success. "Careers for the 70's", under the chairmanship of Dr. J.D. Friesen of University of British Columbia, is a collaborative venture engaged in by two levels of Government: the Federal Department of Manpower and Immigration through the regional Counselling Development Division which researched and prepared materials, and the B.C. Department of Education which handled all stock and printing costs.

This second edition, augmented by some 30%, is enjoying a publication run of 6,000 copies, and increase of 2,000 over the first printing. Distributed free of charge to all recipients, approximately 2,500 have been sent to public high schools, 300 copies to the Separate School System, 1,000 to Manpower and Immigration staff and Job Information Centres, 2,000 to agencies, community organizations, libraries, post-secondary institutions, Outreach groups, professional counsellors, and other resource bodies.

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Whitehorse	101 Federal Building	667-4238

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Vancouver	Assistant Regional Economist P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1131
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And none of us like failure. So there'll be some changes made.

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We're doing this to streamline

our operation. And we're doing that to free our staff so that they can live up to the new Canada Manpower attitude that you see expressed at the top of this ad. Let's work together.

From now on, the people at Canada Manpower will be better able to work directly with you to solve special problems.

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All of which is a vastly oversimplified way of saying that tremendous changes are going on

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The headline says it. Let's work together.



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Minister

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Manpower
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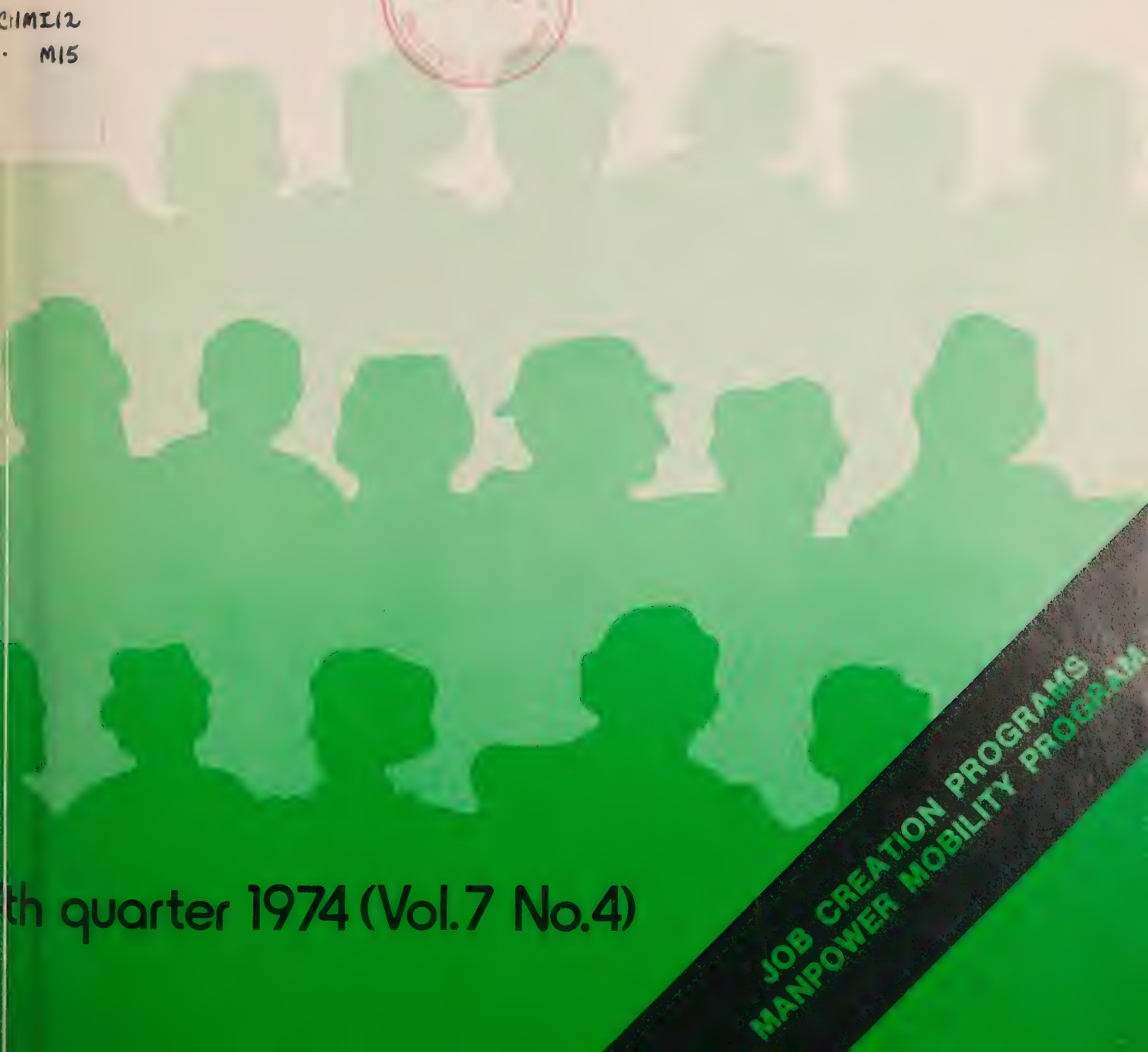
Manpower
and Immigration

Main-d'œuvre
et Immigration

pacific region



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JOB CREATION PROGRAMS
MANPOWER MOBILITY PROGRAM

JOB TRAINING FOR

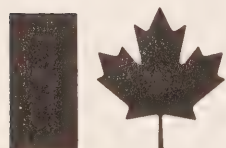
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PACIFIC MANPOWER REVIEW

FOURTH QUARTER 1974

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

Foreword

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TABLE I
Labour Force, Employment and Unemployment
British Columbia

Actual	Third Quarter 1974	Second Quarter 1974	Third Quarter 1973	Change Third Quarter 1973/1974
	(In Thousands)			
Labour Force	1,097	1,056	1,023	7.2%
Employed	1,038	997	971	6.9%
Unemployed	59	59	52	13.5%
Participation Rate*	61.0%	59.4%	59.4%	—
Unemployment Rate	5.4%	5.6%	5.1%	—
Seasonally Adjusted				
Labour Force	1,079	1,046	1,004	7.5%
Employed	1,010	989	944	7.0%
Unemployed	69	57	60	15.0%
Participation Rate*	59.9%	58.9%	58.4%	—
Unemployment Rate	6.4%	5.5%	6.0%	—

* Labour Force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal patterns become available.

Source: The labour force, Statistics Canada #71-001

THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK — SUMMARY

For the first time in two years, quarterly seasonally-adjusted labour market data indicates employment growth lagging behind that of the labour force. Consequently, unemployment rose to a seasonally-adjusted rate of 6.4 per cent during the third quarter.

Employment growth in the primary industries shows no growth over 1973, comparing third quarters of both years. Considerable weakness has developed in both forestry and wood products manufacturing, with over 14,000 layoffs accumulated to mid-October. Poor markets in the U.S. and Japan, a declining housing construction market in Canada, uncertain overseas trade conditions and high lumber and woods product inventories all indicate no employment improvement can be expected until at least the spring of 1975.

A general cut-back in oil and mineral production has occurred in Canada this year. In British Columbia, only employment in copper mining has so far been affected by the closure of one small mine. Should mineral commodity prices continue to decline, however, it would not be long before other operations in B.C. would be affected.

Retail employment showed a small employment decline during the third quarter,

despite apparently strong consumer spending as suggested by the increased dollar value of department store sales. Department store inventories are up this year over last however, suggesting the increase in dollar value may be price-induced.

The labour force showed surprising year-to-year growth, commencing the third quarter of 1973 with three out of five added labour force members being women. The very strong expansion of the service sector over the past year may have been a major factor behind the increased labour market activity of women.

During the fourth quarter, employment is expected to undergo a sharper-than-usual fall largely because of forestry layoffs and indirect impacts on supporting services. Because of U.I.C. and other governmental income maintenance programs, it is doubtful that employment in retail stores and related firms in outlying British Columbia will be affected unless the layoff period is prolonged.

Unemployment rates are expected to rise strongly in the fourth quarter.

Labour shortages also remain a pressing problem in the British Columbia labour market. Mechanics, welders, machinists and skilled persons in mining are still in strong demand.

EMPLOYMENT: REVIEW AND OUTLOOK

During the third quarter, 41,000 jobs were created on average for a growth rate of 4.1 per cent, substantially above the 3.2 per cent employment growth during the third quarter of 1973. Employment was sharply up among all age groups, except those 45-64 years of age where a small decline was registered. Relative to the third quarter of 1973, employment growth was dramatically stronger among 20-24 year olds and 25-44 year olds. Over 72 per cent of "new" jobs during the third quarter were filled by persons 14-24 years of age, a decline from the roughly 78 per cent during the same quarter of 1973. An underlying reason for this unusual shift is the fact that late resolution of the construction strike prevented job formation for older workers until July. For the 20-24 year group, however, the Careers '74 program appears to have had a substantial employment impact during the quarter.

The year-to-year growth in employment, commencing the third quarter of 1973, was 6.9 per cent or 67,000 jobs, a slackening of the rate relative to the 7.5 per cent record growth recorded in the year earlier period. Worsening inflation, declining export markets, and material shortages are major factors behind the slower growth.

In year-to-year terms, employment expansion was most rapid in the prime labour force, i.e. those 25 to 44 years of age and this age group accounted for over three in five "new" jobs. All age groups experienced employment gains over the year. As well, female employment gains accounted for more than three in five new jobs between the third quarter of 1973 and 1974. A major factor behind the growth in female employment was the very sharp growth in employment in the service sector of the economy over the year.

Industrial Employment

During the third quarter, major gains in employment were recorded in the goods producing industries, accounting for 63.4 per cent of added jobs. Half the employment gains in goods producing industries were in manufacturing. Gains in the primary industries were largely in mines, quarries, and oil wells. The service sector recorded the slowest pace of employment expansion, 2.2 per cent, down from the 5.5 per cent gain during the second quarter.

On a year-to-year basis, commencing the third quarter of 1973, almost eight in ten "new" jobs over the year were recorded in the service sector which increased employment at a pace of 8.2 per cent. Half the jobs created in the service sector occurred in Community Business and Personal Services, especially in hospitality, and health and welfare services.

During the third quarter, employment in the trade sector fell from the previous quarter but was up 8.7 per cent for the year. Underlying the recent fall has been sharp year-to-year increases in consumer prices. The consumer price index for Vancouver between September 1973 and 1974 showed the strongest advance (12 per cent) in Canada, with both food and housing price changes advancing more rapidly than the nation's other regional cities. Nonetheless, retail trade remains buoyant. In August, the dollar value of department store sales was 13.5 per cent above the August 1973 figure in Vancouver and 17.1 per cent in B.C. as a whole. A sharp rise in department store inventories relative to 1973 has been recorded across Canada this year. Because of high inventories some contraction or stabilization of wholesale trade employment would appear in the offing; though it is still too early to tell.

Vehicle sales dollar value is sharply up this year over last in Canada judging by performance in the first eight months of this year, but the dollar value of vehicle sales for vehicles made overseas is down 6.8 per cent compared to 1973. So far in B.C. no employment impact is noted.

In the primary industries, year-to-year employment gains in mines, quarries and oil wells were completely offset by losses in agriculture and forestry.

Despite the fact that farm cash receipts in British Columbia rose by 25 per cent in the first 8 months of this year over last, sharp rises in feed and farm equipment costs have placed small farmers and ranchers in economic difficulties. The prognosis at present is for worsening employment in 1975 unless farm goods prices increase to provide more of a return to farmers.

The mining industry is expected to show a minor decline in employment over the next six months, and falling metal prices are expected to be the major factor behind the decline. A cross-country slowdown in oil and gas production was noted in July. However, because of the capital intensiveness of the industry, few adverse employment impacts are anticipated.

As the table below indicates, there has been a substantial cutback in logging and woods product manufacturing employment to mid-October of this year. Although the Canadian composite selling price index in August was 27.8 points above the August 1973 level, the woods product selling price index in August stood well below. Despite the fall in prices, cumulative January to August lumber deliveries to the U.S. were \$200 million below last year's exports for the same period, a reflection of the very depressed housing construction market in the U.S.

Shorter shifts and work-weeks and long lay-offs are expected to continue at least until the spring of 1975. On the coast however integrated pulp operations should maintain employment at present levels. This should continue as the demand for pulp remains strong.

Poor performance in forestry and woods products is likely to generate secondary unemployment in transportation over the next few months, especially among truckers and possibly towboat crews. In remote areas where logging constitutes the major wage bill it is not anticipated that service or trade will suffer since government income support programs offset some earnings losses on the part of the unemployed. Some reduction in the hours of employment also may occur.

sales of both residential and commercial housing. As well, housing starts are unusually depressed. This suggests that construction employment, especially among unskilled workers, may decline over the winter months, and employment in real estate may also fall.

In manufacturing, all of the year-to-year growth in employment has been in non-durables. B.C. shipments of provincial manufactures during the first 8 months of 1974 totalled 4.7 billion dollars, up 17.4 per cent above 1973 shipments. Although inventories are up this year over last, no curtailment in production levels is foreseen at this time.

The labour market outlook over the next few months is not promising. Unemployment is expected to rise sharply to January. A major factor behind the rise is a troubled logging and woods product industry.

Up to mid-October accumulated layoffs involved roughly 14,100 workers in wood products manufacturing and logging operations. While many summer students and temporary workers may be included in the layoff figures, nonetheless, presently known layoffs appear to have already exceeded the normal seasonal reduction which occurs in the winter months.

TABLE A

WOODS AND

WOODS PRODUCTS LAY-OFFS

Pacific Region

OCTOBER 1974¹

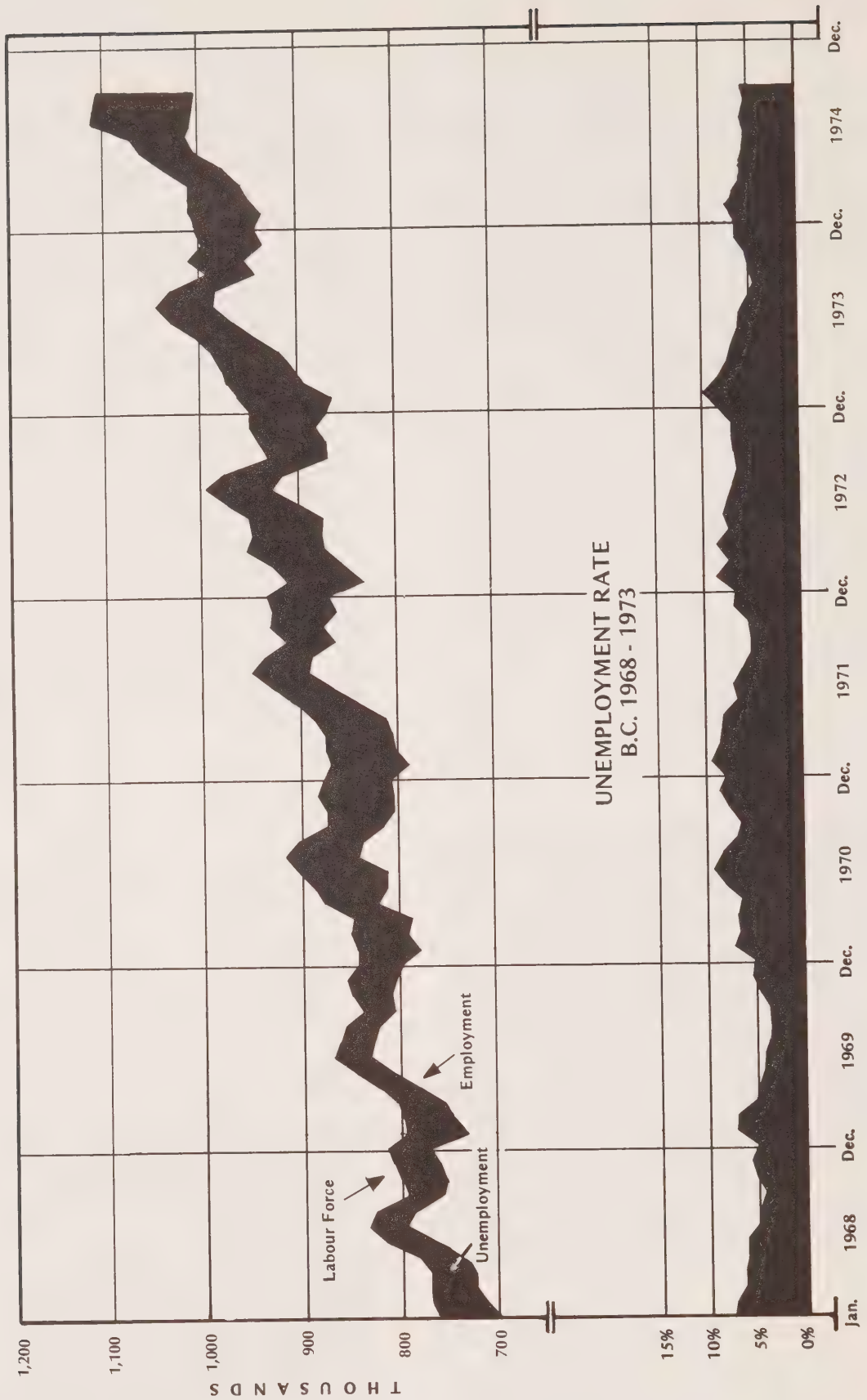
	Sawmill	Logging	Plywood & Veneer	Shake & Shingle
Metro Vancouver.....	2,187	200	925	41
Okanagan-Kootenay.....	3,450	908	264	73
North-Central.....	2,225	1,215	800	--
Vancouver Island.....	1,149	225	405	40
Total.....	9,011	1,548	2,394	154

¹ Source: Employment Development Services, Pacific Region,
Department of Manpower and Immigration.

Construction and Real Estate in B.C. appear in poor health this year compared to last, despite sharp rises in anticipated investment spending. In the B.C. housing market, real estate firms report tightening money from traditional institution lenders is hurting



CHART 1
LABOUR FORCE, EMPLOYMENT & UNEMPLOYMENT
B.C. 1968 - 1974



LABOUR FORCE: REVIEW AND OUTLOOK

During the third quarter, additions to the labour force totalled 41,000, an unusually strong increase roughly three times greater than that recorded in the third quarter of 1973. The average labour force over the quarter was 1,097,000 persons.

Relative to changes in labour force composition between the second and third quarters of 1973, there was an unusually sharp increase in the numbers of 14-24 year olds and those 25-44. These groups accounted for 50 per cent of additions during the quarter, in contrast to only 11 per cent one year ago. A major factor behind the rise appears to be the introduction of Career '74, a provincial student summer employment program offering substantial employment subsidies to hirers under its Industry Initiative element and the Professions for Tomorrow element. Likelier than not, the expectations of enhanced employment opportunities is a major factor behind the unusually sharp increase of younger workers. Two thirds of the increase among younger labour force members, i.e. those under 25, was in the 14-19 year group, a substantially smaller than usual share of added young job seekers during the summer months. During the quarter, 54 per cent of the added labour force was made up of men.

Between the second and third quarter, the number of unemployed remained unchanged at 59,000 because, numerically, employment growth matched labour force growth. The unadjusted unemployment rate declined from 5.6 per cent to 5.4 per cent of the labour force. Seasonally-adjusted, however, the unemployment rate averaged 6.4 per

cent through the third quarter, up from the 5.5 per cent of the previous quarter.

On a year-to-year basis commencing the third quarter of 1973, the labour force showed very strong growth, historically the most rapid rise since 1967, from 1,023,000 to 1,097,000 persons, a result of the much stronger participation of working age persons, up from 59.4 per cent to 61.0 per cent. Employment increased at a pace of 6.9 per cent annually, relative to the 7.2 per cent labour force increase, and the end-result of sharper labour force than employment growth was a rise in unemployment from 5.1 per cent to 5.4 per cent in unadjusted terms over the year. Roughly 39 per cent of the annual labour force increase was attributable to increased labour market activity of youth under 25 years of age. By sex, roughly 57 per cent of the annual increase was due to the rise in numbers of women in the labour market. The male participation rate averaged 80.1 per cent over the third quarter, no change from the third quarter of 1973. Female participation rates rose to 41.0 per cent from the 38.8 per cent in the third quarter of 1973. As has been indicated in the previous Review, renewed growth of the service sector has contributed to this sharp rise in female participation. Inflation also may have induced some women to enter the labour force.

Seasonally adjusted, the year-to-year picture is no better. The annual rate of increase of the labour force was 7.5 per cent; of employment, 7.0 per cent; and the unemployment rate increased from 6.0 per cent to 6.4 per cent of the labour force.

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

Settlement of the construction industry strike in June and special employment programs for youth helped raise the level of employment in the third quarter to 4.1 per cent above the second quarter. These developments also generated a 4 per cent quarter-to-quarter increase in the labour force. In 1973 the labour force increased by only 1.4 per cent between the second and third quarters. On an annual basis the labour force increase was greater than the increase in employment; 7.2 per cent against 6.9 per cent (see Table 1). Reflecting the higher level of unemployment in the Pacific Region is the 31 per cent increase in the number of clients registered at Canada Manpower Centres in B.C. and the Yukon. The number of vacancies registered was only 5.9 per cent above last year.

Despite an obvious slowing down in the level of economic activity the number of occupational shortages continues to grow. Except in the forest industry, more vacancies remain unfilled at Canada Manpower Centres for a variety of reasons. A lack of trained and experienced tradesmen to fill available vacancies has been a problem for a number of years. Other vacancies are not filled because wages or working conditions often do not attract a sufficient number of those seeking employment. Shipbuilding, metal fabricating and construction are three of the industrial areas where skill shortages are most severe. In the forest industry where many shortages used to appear now shows the effect of recent cutbacks. Skilled loggers and sawmill workers previously prominent among the shortages in all areas of the region are now in a surplus position.

Placements, the other major operational indicator, also were up in the third quarter, 6.4 per cent over the second quarter and 5.8 per cent for the year. Some of the increase may be attributed to the availability of more job seekers enabling the achievement of better matches between clients and jobs. The increase in placements was achieved even though the number of vacancies actually declined by 17.3 per cent from the second to the third quarter.

The statistics available show significant increases in month end count of registered clients but the series has been distorted by operational changes such as the implementation of Job Information Centres and many new services at the Manpower Centre

level. Valid comparison of this data is therefore questionable over a long time period.

TABLE 2
OPERATIONAL STATISTICS
Pacific Region*

	Quarterly Averages			% Change
	Third Quarter 1974(p)	Second Quarter 1974	Third Quarter 1973	Third Quarter 1974/1973
Registered Clients ¹ (Man 757)	78,517	96,377	59,925	31.0
Registered Vacancies ² (Man 757)	11,246	13,597	10,620	5.9
Placements ³ (Man 751)	16,141	15,173	15,256	5.8
Occupational Shortages (OSS) ⁴	2,260	1,728	1,113	3.1

1 Registered clients without employment seeking full-time or part-time work (month-end).

2 Registered vacancies (month-end).

3 Regular placements plus transfers out.

4 A vacancy which has remained unfilled for 30 days or longer.

p - Preliminary

* Includes Yukon

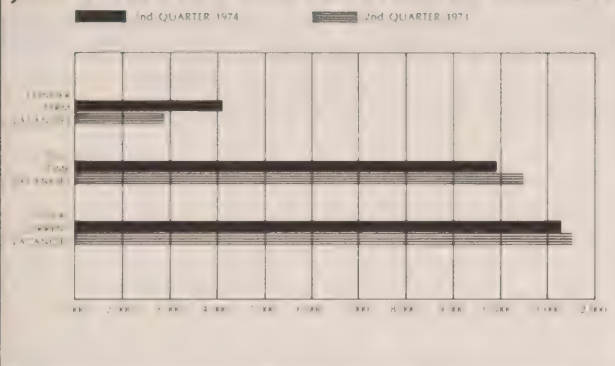
JOB VACANCY SURVEY

The Job Vacancy Survey conducted by Statistics Canada is designed to provide an estimate of the number of unfilled jobs on any day in a three-month period. Estimates are provided in occupational, industrial and geographic detail; and are divided into three main categories: total current vacancies, full time vacancies, and longer-term vacancies.

Latest data from the Job Vacancy Survey is for the second quarter of 1974. At that time, the number of full time vacancies was below second quarter 1973 figures, in large part owing to a construction industry strike which temporarily lowered the demand for construction workers and service workers. On any given day through the second quarter, there were an average of 9,900 full-time vacancies employers were attempting to fill.

Longer-term vacancies, those unfilled for a month or more, showed a very steep rise of 44.5% over the year judging by a comparison of second quarter 1973 and 1974 figures.

CHART 2 JOB VACANCY SURVEY PACIFIC REGION



Occupations Most in Demand

Service Occupations: especially food and beverage; personal service and other service.

Fabricating, Assembling, Repairing Occupations: especially mechanic repairmen; fabricating furniture products.

Clerical Occupations; especially stenographers and typists; bookkeepers and accountants; receptionists.

Medicine and Health; especially nursing

Sales Occupations; especially sales commodities; sales services

Transport Equipment Operating; especially motor transportation

Science, Engineering, Mathematics; especially architecture and engineering

Machining and Related; especially metal shaping; metal machining

Construction; especially other construction; electrical power repairmen

OCCUPATIONAL SHORTAGES

Canada Manpower Centres collect information on jobs which have remained unfilled for at least thirty days. These reports on "Occupational Shortages" provide information with both occupational and geographical detail. Manpower counsellors across Canada use this information as an indicator of possible locations where employment may be found for clients, and as one input to career counselling information. The number of shortages reported also serves as a measure of excess demand for labour.

Continued tightening of the labour market for certain occupations is reflected in the number of shortages reported by Pacific Region Canada Manpower Centres. During the third quarter shortages averaged 2,260 monthly more than double the 1973 third quarter average, reflecting the rapid employment

growth of the past year. The second to third quarter increase of 31 per cent however was lower than the 44 per cent increase in the same period of 1973. With the pace of economic activity continuing to slow some easing in the demand for skilled tradesmen should begin to appear.

Occupational groups for which significant shortages are reported during the third quarter were:

High Demand:

Industrial farm and construction machinery mechanics and repairmen
Motor vehicle mechanics and repairmen
Welding and flame cutting
Barbers, hairdressers and related
Other mining and quarrying including oil and gas fields
Waiters, hostesses and stewards, food and beverage
Chefs and cooks

Moderate Demand:

Nurses, graduate, except supervisor
Machinists and machine-tool setting up
Typists and clerk typists
Personal service, n.e.c.
Construction electricians and repairmen
Draughtsmen
Secretaries and stenographers
Commercial and travellers; salesmen and salespersons, com., n.e.c.

INCOME DISTRIBUTION

Average family income in Canada (total money income before taxes or other deductions) rose from \$11,300 in 1972 to \$12,532 in 1973, an 11 per cent increase. If this is adjusted for changes in the consumer price index, the gain was 3 per cent.

The average income for unattached individuals showed a greater gain for the same period with an increase of 14 per cent, an increase of 6 per cent when adjusted. Their average income rose to \$5,210 in 1973 from \$4,572 in 1972.

Average incomes for all units, families and unattached individuals combined, moved to \$10,574 in 1973 from \$9,525 in 1972, an increase of 11 per cent.

The proportion of family units receiving income of less than \$5,000 fell from 30.1 per cent in 1972 to 26.2 per cent in 1973. For those receiving an income of \$15,000 or greater, the proportion increased to 22.9 per cent from 16.7 per cent.

The average income for individuals rose 9 per cent from \$5,828 in 1972 to \$6,358 in 1973. For men, the average income rose 9 per cent, from \$7,633 to \$8,310. For women, it rose 11 per cent,

from \$3,243 to \$3,591. This covers persons 14 and over with any income other than primarily military pay or allowance.

The figures represent preliminary estimates prepared from data collected by a sample survey of 35,000 households taken in 1974. These estimates

— which excluded households in the Yukon and Northwest Territories, on Indian reserves and in military camps, as well as the institutional population — are thus subject to revision and the usual sample survey errors of response and non-response.

TABLE 3
AVERAGE INCOMES

	1971	1972 (\$)	1973*
ALL FAMILIES AND UNATTACHED INDIVIDUALS			
CANADA	8,845	9,525	10,574
Atlantic Provinces	6,860	7,778	8,453
Quebec	8,532	9,141	9,979
Ontario	9,853	10,572	11,712
Prairie Provinces	7,914	8,795	9,555
British Columbia	9,165	9,284	11,225
FAMILIES**			
CANADA	10,368	11,300	12,532
Atlantic Provinces	7,936	9,144	9,797
Quebec	9,919	10,834	11,851
Ontario	11,483	12,430	13,721
Prairie Provinces	9,309	10,471	11,415
British Columbia	11,212	11,447	13,935
UNATTACHED INDIVIDUALS***			
CANADA	4,346	4,572	5,210
Atlantic Provinces	3,314	3,218	4,001
Quebec	4,299	4,439	4,925
Ontario	4,779	5,104	5,891
Prairie Provinces	4,082	4,254	4,565
British Columbia	4,240	4,524	5,393

* Preliminary estimates.

** Family: A group of individuals sharing a common dwelling and related by blood, marriage or adoption.

*** Unattached Individual: Person living by himself or rooming in a house-hold where he is not related to other household members.

Source: Statistics Canada, Catalogue #13-206

WAGE AND SALARY RATES IN BRITISH COLUMBIA

Construction Industry Wage Rates Per Hour

OCCUPATION	NOV. 1/74	MAY 1/75	NOV. 1/75
Construction Labour Relations Association and International Brotherhood of Electrical Workers, Locals 993, 334, 1003 & 2203 Lineman	\$9.01	\$9.77	\$9.99
Construction Labour Relations Association and Labourers' International Union of North America (Masons' Tenders) Masons' Tenders	\$7.31	\$8.16	\$8.38
Construction Labour Relations Association and Operative Plasterers; and Cement Masons' International Association of the United States and Canada Journeyman	\$7.92	\$8.75	\$9.03
Construction Labour Relations Association and International Brotherhood of Painters and Allied Trades, Local 1527 Outside Journeyman	\$7.68	\$8.58	\$9.05
Construction Labour Relations Association and Bricklayers, Masons and Plasters' Inter- national Union of America, Local 1 Helper (Experienced)	\$7.31	\$8.16	\$8.38
Journeyman	\$8.18	\$8.93	\$9.15
Construction Labour Relations Association and International Association of Heat and Frost In- sulators' and Asbestos Workers, Local 118 Mechanic	\$7.98	\$8.97	\$9.19
Island Equipment Owners (Chew Excavating, etc.) and International Union of Operating Engineers, Local 115 Backhoe Operator	\$7.87	\$8.56	\$8.78
	July 1/74	Jan. 1/75	July 1/75
Ocean Construction Supplies and International Association of Machinist and Aerospace Workers, Lodge 1857 Lub Man	\$6.56	\$7.16	\$7.66
Mechanic, Machinists, Welders	\$7.48	\$8.08	\$8.58

Source: *Labour Research Bulletin*, August
Research and Planning Branch
British Columbia Department of Labour.

WAGE AND SALARY RATES IN BRITISH COLUMBIA

Construction Industry Wage Rates Per Hour

Source: Construction Industry Collective Agreement

TRADE	CLASSIFICATION	AREA	NOV. 1/74	MAY 1/75	NOV. 1/75
Bricklayer	Journeyman	Province-wide	8.18	8.93	9.15
Bricklayer's Helper	Helper (Exp.)		7.31	8.16	8.38
Carpenters	Journeyman		8.39	9.22	9.44
Cement Masons	Journeyman	Province-wide	7.92	8.75	8.90
Electricians (Inside Wireman)	Journeyman	Victoria	9.00	9.75	10.00
Electricians (Lineman)	Journeyman	Vancouver Island	8.73	9.48	9.73
Electricians (Lineman)	Journeyman	"	9.01	9.77	9.99
Electricians (Lineman)	Journeyman	"	9.01	10.00	10.22
			Nov. 1/74	Jan. 1/75	May 1/75
Electricians (Wiremen)	Journeyman	Lower Mainland	9.00	9.25	10.00
Electricians (Inside Wiremen)	Journeyman	Okanagan	8.50	9.00	9.88
Electricians (Inside Wiremen)	Journeyman	Kamloops	9.14	9.14	10.00
Electricians (Lineman)	Journeyman	Lower Mainland	8.73	9.17	9.92
			Nov. 1/74	May 1/75	Nov. 1/75
Operating Engineers (Heavy Construction)	Derricks, Gantry Crane	"	8.07	8.76	8.98
Operating Engineers (Heavy Construction)	Hy-Hoe, Hopto, Hein-Wener & Similar Type	"	8.17	8.85	9.07
Operating Engineers (Hydraulic Dredging)	Boatman (over 225 h.p.)	"	8.12	8.80	9.02
Operating Engineers (Pile Driving & Dredging)	Operator (7 YDS. & up to 10 yds.)	"	8.96	9.64	9.86
			Jan. 1/74	Apr. 1/74	Oct. 1/74
Floorlayers	Journeyman	Mainland	7.05	7.30	7.55
Floorlayers	Journeyman	Victoria	7.05	7.30	7.55
Floorlayers	Journeyman	Prince George	6.42	6.67	6.92
			Nov. 1/74	May 1/75	Nov. 1/75
Glaziers	Outside Journeyman	Mainland & South Island	7.68	8.58	9.05
Heat & Frost Insulators	Mechanic	Province-wide	7.98	8.97	9.19
Ironworkers	Journeyman	Province-wide	8.43	9.46	
Ironworkers (Shop)	Journeyman (Fabricator)	"	\$6.05 from April 1, 1974; Expires March 31, 1975		
Labourers	Labourer (Ordinary)	"	7.12	7.98	8.20
Lathers	Journeyman	Mainland	8.39	9.28	9.51
Machinists	Journeyman Machinist & Welder	Province-wide	8.60	9.43	9.65
	Machineman, Sash & Door Man, Glazier, Glue-man "A"	"			
Millwork	Categories	"	6.04	March 31, 1975	6.24

WAGE AND SALARY RATES IN BRITISH COLUMBIA

Construction Industry Wage Rates Per Hour

Source: Construction Industry Collective Agreement

TRADE	CLASSIFICATION	AREA	NOV. 1/74	MAY 1/75	NOV. 1/75
Millwork	Benchman, Machineman, Glazier, Millwright; "A" Categories.	Province-wide Lower Mainland	7.99	Oct. 1, 1974 \$6.48 Expires March 31, 1975 8.97	9.20
Painters	Basic (Brush) Painting	Victoria & Port Alberni Dist.	7.79	8.77	9.10
Painters	Basic (Brush) Painting	Peace River	7.99	8.97	9.20
Painters	Basic (Brush) Painting	Prince George & Districts	7.99	8.97	9.20
	Basic (Brush) Painting	Kamloops, Revel- stoke, Okanagan	7.99	8.97	9.20
	Journeyman Dry- Wall Finishers	"	8.18	9.07	9.30
Painters	Journeyman	"	5.90	Expires March 31, 1975	
			Nov. 1/74	May 1/75	Nov. 1/75
Piledrivers	Bridgeman	Vancouver & Prince Rupert	8.09	9.07	9.29
Plasterers	Wharf Carpenter	Vancouver Isl.	8.51	9.49	9.72
Plasterers	Journeyman	Lower Mainland	8.42	9.40	9.63
Plasterers' Helper	Helper (Exp.)	Province-wide	7.93	8.77	8.99
Plumbers	Journeyman	Mainland	8.56	9.55	9.77
Plumbers	Journeyman	Victoria	8.83	9.81	10.04
Refrigeration Workers	Journeyman	Lower Mainland	\$7.45 as of July 1, 1974		
Roofers	Journeyman	Mainland	8.07	8.82	9.05
Roofers & Sheet Metal	Journeyman Sheet Metal				
	Worker & Head Roofman	Vancouver Island	8.47	9.45	9.67
Sheet Metal	Journeyman	Mainland	8.59	9.33	9.56
Teamsters	End Dump Truck (12-23 yds.)				
Terrazzo	Operator	Province-wide	7.98	8.78	9.00
Terrazzo	Journeyman	"	7.97	8.72	8.94
Culinary Workers	Helper	"	6.99	7.74	7.96
	General Helper	"			
	Mess Hall/Camp Attendant & Commissary	Province-wide	5.61	6.19	6.42
			Sept. 1/74	Jan. 1/75	Jan. 1/76
Tilesetters	Journeyman	Province-wide	7.92	8.33	9.30
Tilesetters' Helper	Helpers	Province-wide	6.63	7.04	8.03

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria

KAMLOOPS: Dawson Creek, Kamloops, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

Employment activity in the third quarter surpassed the level of one year ago but only by a narrower margin than usual. Along with slightly more job vacancies available than last year, more clients registered for employment. The total number placed in jobs during the period increased by 22 per cent over last year. Only towards the end of the quarter did signs of weakness appear as layoffs in the forest industry became widespread. This weakness was reflected in the job vacancy total for September which was about 11 per cent lower than September last year.

Unemployment in the third quarter continued the downward trend from 1973. The quarterly average rate, 4.7 per cent of the labour force unemployed, was the lowest since 1969 when the average rate was 3.9 per cent. At the end of September about 37,000 clients were registered for employment at Canada Manpower Centres in the area. In September the actual unemployment rate reached a low for the year of 4.3 per cent.

QUARTERLY AVERAGE UNEMPLOYMENT RATES

	1972	1973	1974
1st Quarter	8.0	8.7	5.7
2nd Quarter	8.8	6.4	5.1
3rd Quarter	7.6	5.1	4.7
4th Quarter	7.8	5.4	

Source: Labour Force Survey

With students entering the labour force and the availability of more jobs following settlement of the construction and forest industry disputes a substantial increase occurred in the level of labour force participation over the second quarter. In that period

QUARTERLY AVERAGE PARTICIPATION RATES Metro Vancouver

	1972	1973	1974
1st Quarter	60.6	60.5	59.7
2nd Quarter	60.8	62.1	61.6
3rd Quarter	60.8	61.8	63.0
4th Quarter	58.9	59.8	

Source: Labour Force Survey

and the preceding quarter labour force participation was below the level of last year, reflecting the secondary effects of unsettled industrial disputes.

Vacancies notified by employers during the third quarter showed an increase of 4.6 per cent above the corresponding figure for last year. This rate of increase was well below the 27.5 per cent recorded in 1973. At the end of September 5,728 unfilled job vacancies were on hand at Canada Manpower Centres in the Metro Vancouver area, down from 7,178 at the end of August but still about 1,400 above the total for September 1973. Over 27 per cent of the outstanding vacancies were in service occupations and a further 19 per cent were in clerical and related occupations. Product fabricating and construction trades comprised 18 per cent of the total and sales occupations 8 per cent. The remaining 28 per cent of the outstanding vacancies were spread over 18 other occupational groups. The number of persistent shortages at the end of September reached 2,062.

QUARTERLY AVERAGES OF VACANCIES RECEIVED Metro Vancouver

	1972	1973	1974
1st Quarter	5772	6721	7244
2nd Quarter	7218	11806	10163
3rd Quarter	7017	8948	9359
4th Quarter	6631	7415	

The current level of vacancies does not yet reflect the forest industry employment downturn. In terms of direct effects on the Vancouver labour market, sawmill, plywood mill and logging layoffs have not produced a severe impact. By the middle of October accumulated layoffs amounted to approximately 3,400 against estimated total employment in the area of over 500,000. Since the demand for lumber products is not expected to improve but rather decline further more layoffs could occur. Many suppliers of equipment and services to the industry are located in the Vancouver area but layoffs in those firms so far have been minimal. A large project to build an integrated forest industry in Iran has resulted in major contract awards to Vancouver manufacturers of sawmill machinery, logging trucks and trailers and work for engineering consultants.

In mining a similar situation exists although the effect of layoffs is much less severe. Two small mines in the area recently closed and will affect almost 300 workers. Although little exploration work is being done in B.C., consulting firms and

mining companies operated from Vancouver have extended their interests to the Yukon and foreign countries. A moderate demand for draftsmen, experienced consulting engineers and technicians thus is maintained.

Housing construction is another area of weakness in Vancouver with starts for the first eight months of 1974 down by 10 per cent from last year. Multiple unit dwelling starts are down by 17 per cent. Among other components of the construction industry enough work is underway to support a strong demand for skilled manpower. Shortages of manpower and certain materials still appear frequently. Several major projects are due for completion in 1975 and with the possibility of some new ones deferred because of rising costs or lack of financing the shortage situation in the industry should ease during 1975. Building permits for the first 5 months of 1974 are down by 56 per cent from last year. Permits for residential construction are down 54 per cent for the first 5 months of 1974.

Fabricating industries maintain a high level of activity and most firms have a backlog of orders. Recently two more contracts for arctic ice-breakers were received by the shipyards. Throughout the metal trades, shortages of skilled workers have persisted for several years. This situation may have contributed to the recent wage settlement making Vancouver shipyard workers the highest paid in the world. The new agreement extending for just under two years raises base rates from \$5.33 to \$8.33 an hour, and includes a cost of living clause and other fringe benefits. In November the expanded repair facilities and boxcar plant of the B.C. Railway at Squamish are expected to be in operation but here also severe difficulties are encountered in filling positions for skilled metal trade workers.

Employment activity in the service industries was only slightly above last year's third quarter level. Although department store sales in the first eight months of 1974 were up, almost 18 per cent over the previous year vacancies in retail trade were down. Vacancies were down in transportation, communication and utilities; about the same in finance, insurance and real estate. Community business and personal services showed a slight increase over last year. Of the total 7,073 vacancies received in September the goods producing industries provided 28 per cent and the service industries 72 per cent.

The slowing down of growth in the third quarter is expected to continue and result in higher unemployment levels this winter, as forest industry layoffs spread to supporting industries. A lower level of in-migration and thus lower levels of increase in the labour force could result from the tight housing situation and a decline in the number of available jobs. Some out-migration is possible in response to the strong demand conditions in the

neighbouring Prairie provinces. These developments would therefore tend to dampen the unemployment rate by curtailing labour force growth.

VANCOUVER ISLAND AREA

During the third quarter of 1974 the Vancouver Island Area economy entered a "cooling off" phase, with somewhat mixed conditions showing up in the labour market.

The major message from the economic and labour market trends of this latest quarter is that, at last, the downturn being experienced by the United States and Japanese economies, is having an impact on British Columbia and Vancouver Island. Over the July to September period international demand for lumber, in particular, fell drastically and by the end of this period quite substantial layoffs of sawmill workers were occurring throughout the Vancouver Island Area.

Most other industrial sectors did, however, manage to maintain a fairly strong employment situation up to the end of the quarter. Tourist activity throughout Vancouver Island and further expansion of the government sector in Victoria can be acknowledged as mainstays over this period. Of considerable importance also, is the very much expanded employment base and the higher income level that have resulted from the boom that the Vancouver Island Area economy has experienced for nearly two years.

The pattern spelt out by these two major trends during this quarter applied fairly generally to most centres on Vancouver Island but some local disruptions did take toll in certain areas.

The logging and wood products manufacturing sectors, which have such a heavy influence on North Vancouver Island towns, had a down-time, during contract negotiations, of about a month during this quarter. Unfortunately this was followed by considerable down-time in many logging areas because of closures due to a high fire hazard and by September several small centres started to note an impact on their retail trade and service sectors.

The other main local problem was a major industrial relations disruption which caused an, almost, two months work stoppage of over 500 people at the Utah Mine near Port Hardy. The impact of this type of income loss on a small community is very obvious.

These several strands of economic influence are reflected in our usual measures of labour market activity.

Vacancies offered to the Vancouver Island Area labour market through Canada Manpower Centres continued to increase on a year-to-year basis but in line with the shift to the "cooling off" phase, the increase is far smaller than previously experienced.

VACANCIES NOTIFIED TO MANPOWER CENTRES

Vancouver Island Area

Total for:	1972	1973	1974
1st Quarter		8,000	8,200
2nd Quarter		9,600	12,700
3rd Quarter	5,800	8,300	9,300
4th Quarter	4,200	6,000	

In addition a clearly moderating picture was delineated as the incidence of vacancies sharply dropped from July through August and into September.

Applying this same measure of labour market activity at local levels within the Vancouver Island Area further emphasizes the mixed conditions the Area economy has experienced. Victoria fared better than average during the quarter as more vacancies were opened up while in the north of Vancouver Island, where logging closures and the mining disruption hit hardest, vacancies notified to Manpower Centres dropped noticeably from the boom levels of last year.

The unemployment rate for Vancouver Island also establishes the slowing down trend as it increased month by month during the quarter to finally average just over 6 per cent.

UNEMPLOYMENT RATES Vancouver Island Area

Average for:	1972	1973	1974
1st Quarter		7.2	6.5
2nd Quarter		6.3	6.4
3rd Quarter	5.9	4.9	6.1
4th Quarter	6.5	6.1	

This series is subject to large sampling errors and should only be taken as an approximate measure of the level of unemployment, but the trend, taken from the series, still provides a clear guide to the changing economic conditions.

The other main measure of labour market activity is the matching participation rate which gives the percentage of the working age population that is actively involved in the labour market, either as employed persons or who are unemployed.

PARTICIPATION RATES Vancouver Island Area

Average for:	1972	1973	1974
1st Quarter	52.0	54.5	54.3
2nd Quarter	52.7	55.5	56.9
3rd Quarter	51.0	56.6	57.7
4th Quarter	52.6	55.1	

Although labour market participation has continued to increase, the changes are now far more moderate than during 1973. At that time, with substantial numbers of new jobs being added to the local economy, the local population responded by entering the labour market in increasing numbers; additionally there was noticeable in-migration of job seekers. The slower labour force growth now apparent in the Island economy results from the moderating trend of job opportunities.

In reviewing the performance of various industrial sectors, the weak employment situation in the wood products manufacturing sector has already been noted.

Another industry showing a sharp drop in employment is construction, especially residential construction. This situation, in common with the rest of the Province, is directly attributable to the cost, or availability, of mortgage funds as most areas on Vancouver Island have been experiencing such rapid population growth over the past two years that housing shortages are prevalent.

However there are still some quite large projects underway on Vancouver Island which have sustained the construction industry over this period.

The Port Alice pulp mill pollution control work and the Powell River mill renovations are major ongoing projects, each using about 200 workers. The pressure for Provincial government office space in Victoria has led to the start of at least one major building and extensive renovations of other buildings. Another major project will be the continuation throughout late 1974 and 1975 of the North Island road to link Port Hardy and Port McNeill with Campbell River. These projects, amongst others, can be expected to provide a base for the industry until housing construction is encouraged next year.

The pulp and paper sector deserves a separate mention in reviewing the condition of the total labour market as this industry is presently faced with very high demand and thus is providing a major employment and income base to many communities on Vancouver Island. This base is expected to remain over the coming months but as job opportunities in the other woods manufacturing areas continue to contract there is likely to be virtually no turnover at the pulp mills and therefore few, if any, vacancies available from the industry.

Because of the high production levels in the pulp mills, logging employment has also been sustained remarkably well, after the fire season closures. The requirements for logs for chippings and the build-up of inventories for winter production should keep most logging camps going until late 1974. At that time, however, a longer than usual layoff in the logging sector is anticipated which will add considerably to the downward pressure of the con-

tinuing sawmill layoffs.

This general slowdown of the forestry industries will also have repercussions on other industrial sectors. A very direct impact will be on metal fabricating shops which, on Vancouver Island, rely so heavily on the forestry sector and there is likely to be a cutback from the high levels of employment that have been common over the last two years.

Further impact will be felt on all communities throughout Vancouver Island as the purchasing power of local populations falls by a greater than usual amount during this coming winter. The relatively more stable employment base in Victoria, where such a large proportion of the labour force is directly tied to the various levels of government, will enable a higher plateau of employment in trade and service industries to be maintained in the next few months but even here rising unemployment and falling job vacancies will become the major features of the labour market.

OKANAGAN-KOOTENAY AREA

A continuing high level of activity in residential, hydro, commercial and institutional construction and the seasonal pickup in the hospitality sub-sector and the Okanagan tree fruit industry provided the main source of strength to employment in the Okanagan-Kootenay Area during the third quarter of 1974. However, a sharp downturn in demand for lumber in the principal U.S. market for Interior sawmills which set in towards the end of July has now reduced production by approximately twenty-five percent, resulting in the layoff of over 2,000 workers as at September 30, primarily in the Kamloops, Vernon and Penticton manpower areas. In addition, the three-month old strike by "Cominco" employees at Trail, Kimberley and Salmo has depressed economic and employment conditions locally in these communities.

The impact of the downturn in the forest industry was reflected in operational statistics compiled at Okanagan-Kootenay Manpower centres. Unemployed non-student client registrations at the end of September rose to 10,353, an increase of almost 1,600 above the July 31 figure and close to 4,200 higher than the September month-end total in 1973. Employment activity also fell off sharply at manpower centres during the third quarter of 1974. The number of vacancies placed by employers at area offices during this three month period, excluding farm labour activity, dropped almost 25 per cent below the level of the previous quarter and was also substantially less than the total for the summer months of 1973. The decline was general to all offices except Penticton where significant gains were recorded during 1974 in construction and the ser-

vice producing industries, largely in the hospitality sub-sectors, attributable in large measure to increased tourist activity during the summer and fall of the current year.

A further drop in employment levels is now anticipated for the fall and winter months. The normal seasonal decline in the hospitality industry and the Okanagan tree fruit and related sub-sectors will be further aggravated by the multiplier effects of the extensive layoffs in the forest industry, which are expected to increase by almost 1,000 by the end of October, over and above the 2,000 already idled at the end of September. However, tentative settlement of the work stoppage by 4,000 employees at "Cominco" operations in the Kootenays should revive the ailing economy locally at Trail, Kimberley and Salmo. Possible start of preliminary work on the Seven Mile (Pend d'Oreille) hydro project near Trail would also provide added strength to employment in the West Kootenays.

Picking, packing and processing of tree fruit and grape crops in the Okanagan dominated agricultural employment activity during the period under review. As in past years demand for seasonal farm labour peaked during the last half of September. Although short term shortages occurred at several locations during this period, the farm labour program developed over the past few years by the Area's farm labour co-ordinator again provided help to prevent any loss of crops.

Although harvesting will be completed by the end of October, employment at fruit packing houses and processing plants should be maintained near current levels, at least until December, in the Kelowna and Penticton areas. Planned opening of a poultry processing establishment at Enderby and of a food manufacturing plant at Creston, oriented to specialty potato products, should create an estimated 150 new jobs for residents in these localities by year-end. An adequate supply of workers will be available in these communities to staff both operations.

A strike by "United Steelworkers" at "Cominco" operations, now entering its fourth month, has idled approximately 4,000 union members at Trail, Kimberley and Salmo, substantially reducing overall employment activity locally in these communities. Tentative agreement on a new contract, expected to be ratified by the end of October, should revive the normally healthy economy of these centres by year-end. Plans by Cominco to recruit an additional 200 production workers and 50 tradesmen once the strike is settled will add further impetus to business recovery locally at Trail.

Production and employment levels at other major mines in the Area remained quite stable during the three month period under review and no significant change is envisioned for the remainder of 1974.

The long term shortage of underground miners, heavy duty and maintenance mechanics, millwrights, machinists, and electricians at coal mining operations in the Crowsnest area of southeastern B.C. continued throughout the third quarter and will probably persist during the remaining months of 1974. Experienced millwrights, machinists and maintenance mechanics were also in short supply to a lesser degree at other Okanagan-Kootenay mines, primarily for operations in the Highland Valley, southwest of Kamloops.

Stringent money policies imposed in the United States during the past summer has curtailed housing construction sharply for southern Interior sawmills forcing the majority of firms to cutback at least one shift. To the end of September, over 2,000 workers had been laid off by lumber, plywood and veneer manufacturers and associated logging contractors. Further crew reductions expected to develop during October and November will idle approximately 1,000 more employees in these sub-sectors.

As would be expected log production in the Okanagan and Kootenay valleys for the current period fell well below the output for the same quarter of 1973.

LOG PRODUCTION STATISTICS Kamloops & Nelson Forest Districts

	Timber Scale in Thousand Cubic Feet		
	Kamloops	Nelson	Total
July-September: 1974	47,533	46,051	93,584
1973	85,398	74,516	159,914

The economic impact has been quite severe at Lillooet, Savona, Merritt, Barriere, Lumby, Golden, Westbank, Princeton, Okanagan Falls, Slocan and Elko where forest industry payrolls constitute a major portion of the total income generated in these communities. Continued strength in the pulp market has cushioned the effects of the slowdown at Kamloops, Castlegar and Cranbrook. The large integrated companies that are based there have not cutback production at their sawmills in order to ensure a steady flow of chips to their pulp mill. Crestbrook Forest Industries have actually added a third shift to their lumber manufacturing plants at Cranbrook and Canal Flats to compensate for reduced shipments by other suppliers.

The continuing demand for experienced sawmill tradesmen eased during the current quarter. However, in spite of the extensive layoffs, Crestbrook Forest Industries still experienced difficulty in recruiting staff for their third shift during September.

Production and employment levels in the non-

resource based manufacturing sub-sectors remained fairly constant between July and September. Further expansion of the work force at the "Quadra Manufacturing" chain saw plant at Trail was offset by cutbacks at establishments in Grand Forks.

Projects presently underway or expected to start shortly should create a few hundred more jobs by spring. A chemical explosives plant and two kilns to produce hydrated lime, all in the Ashcroft-Clinton area, and a precast cement products facility at Kamloops will employ almost 150 workers. In addition, the chain saw establishment at Trail expects to be hiring more employees before the end of 1974.

There should be an adequate supply of workers available locally to staff the new or expanded plants. If necessary, short term training programs could be implemented by the local manpower centre to meet the needs of the employers as they arise.

Residential, commercial, institutional and hydro construction provided the main source of strength to this sector during the third quarter of 1974, continuing the pattern that has prevailed in this industry since mid-1972. A substantial buildup of work crews developed during the period on commercial and institutional projects following settlement of the work stoppages by union electrical workers and renegotiation of a new contract for "Teamster" drivers at Interior ready-mix plants.

The present high level of activity in commercial, institutional and hydro construction should persist into 1975, spearheaded by anticipated further buildup of crews on major shopping centre and hotel projects and possible preliminary startup on the Seven Mile hydro project near Trail. Expansion of educational and hospital facilities throughout the Area and possible commencement of work on several new senior citizen and recreational structures should add further strength to this sector during the coming months.

Although the number of new dwelling units that were to be started during the first nine months of 1974 is down only slightly from the same period in 1973, a substantial decline occurred during the current three month period compared to the same quarter of 1973. The reduction in permit applications for housing between July and September will probably be reflected in a lower level of activity in this sub-sector during the coming winter and spring.

NUMBER NEW DWELLING UNITS Principal Okanagan-Kootenay Organized Areas

	1974	1973
January - March	1,451	1,297
April - June	1,396	1,586
July - September	785	1,112
January - September	3,632	3,995

Strong demand for union tradesmen and non-union carpenters which prevailed during the summer months of 1974 is expected to continue into the winter. However, some slackening in residential housing, expected by year-end, should ease the tight supply of non-union workers.

Hiring activity by employers in the service producing industries dropped below the level of the previous three month period. However, vacancies placed by employers at Area manpower centres during the third quarter exceeded that of the same period in 1973, attributable primarily to gains in the hospitality sub-sector generated by a very good tourist season during the summer months. Increased school enrolment and reduction of teacher-student ratios also created several hundred more staff openings this September, concentrated in the Kamloops, Okanagan and Cranbrook areas.

The normal seasonal decline in travel activity is expected to develop by November. However, expansion of the Village Green motor hotel and opening of the 144-unit Vernon Lodge will provide work for an additional 100 employees at Vernon. Also, new personal care homes for senior citizens at Penticton and Kamloops scheduled to open during the fall of 1974 will require an estimated 150 workers, primarily nurse aides, practical nurses and housekeeping help.

Shortages of hairdressers, waitresses, short order cooks, kitchen and domestic help were again common throughout the area during the summer. The normal seasonal decline in tourism should ease demand for workers in these occupations by November.

NORTH-CENTRAL AREA

The major labour market event in the North-Central Area during the third quarter was the lay-off of some 4,000 workers in forestry and wood products manufacturing. Sawmills and plywood mills are facing depressed markets in the United States and Canada, and recovery prospects in these markets extend well into 1975 at the earliest. Another sector entering a cyclical downturn is residential construction. Continuing strong employment in the pulp and paper sub-sector of the forest industry and non-residential construction jobs appear to be the strengths for Area employment over the short-term future. New shopping centre openings promise expansion in retail trade in the coming winter-spring period, but with unemployment in the forest industries staff hiring at these outlets may be lowered from original intentions. CMC's in North-Central B.C. received about the same number of job orders from employers in the third quarter of 1974 as in the same period of 1973. Orders were noticeably higher in transportation, communication and utilities, and

in retail trade, but lower in construction and non-personal services. Comparing the third quarter with the second of this year, total orders declined by five per cent, as fall-offs in public administration, services, trade, and paper and other manufacturing offset some increases in logging, construction, transportation, communications and utilities.

TABLE 1
VACANCIES NOTIFIED, BY INDUSTRY
NORTH CENTRAL AREA

INDUSTRY	Q II 1974	Q III 1974	Q III 1973
Agriculture	261	222	249
Forestry	566	889	933
Fishing & Trapping	18	8	11
Mines, Quarries & Oilwells	173	186	199
Manufacturing	1,769	1,525	1,580
Wood		1,066	1,043
Paper & Allied		291	176
All Other		412	306
Construction	1,100	1,205	1,324
Transportation, Communication & Utilities	732	835	692
Trade	1,326	1,221	1,062
Wholesale			
Retail		339	316
Finance, Insurance, & Real Estate		987	905
Community, Business & Personal Service	210	208	200
Personal	2,192	1,961	2,121
All Other		1,540	1,415
Public Administration		652	546
Public Administration	1,157	750	678
Total	9,504	9,010	9,049

TABLE II
VACANCIES NOTIFIED BY CMC AREA
NORTH CENTRAL AREA

CMC AREA	Q II 1974	Q III 1974	Q III 1973	% Change 73-74
Dawson Creek	892	770	929	- 21%
Fort St. John	1,120	1,223	1,310	+ 7%
Prince George	3,052	3,466	3,179	+ 9%
Prince Rupert	1,092	798	649	+ 23%
Quesnel	628	561	674	- 17%
Terrace	1,714	1,398	1,324	+ 6%
Williams Lake	1,006	794	984	- 19%
Total	9,504	9,010	9,049	0%

On an office area basis, job orders rose in Fort St. John and Prince George CMC's in the third quarter. Compared with the same quarter a year earlier, there was little over-all change in job orders as increases in Fort St. John, Prince George, Prince Rupert and Terrace CMC's offset declines in Dawson Creek and the Cariboo.

A late spring, cool and wet summer weather, and an early snowfall in the Peace Country reduced farm

crops. The Vanderhoof-Burns Lake area will be short of hay for livestock; transport activities, probably of a subsidized nature, are indicated. The beef industry is reported to be facing a price squeeze (input feed grain prices rising much faster than cattle prices) which could cause severe dislocations in that industry. Prince Rupert fish catches up to September were less than for the same period of 1973 and the canneries operated below capacity as a result.

In metal mining new labour contracts were signed and production maintained at high levels though still below 1973 record levels. The United Steelworkers of America signed new contracts for some 850 workers at Granisle Copper and Endako Molybdenum involving increases in labourers' base rates of between 35 and 40 per cent. The Granisle agreements (two contracts) are for 18 months and provide a cost of living clause for one contract group, while the Endako agreement was for 28 months.

For two of the Area's copper mines, lower prices (80 cents per pound in September and falling) could present a problem if they fell much below 70 cents per pound. Other mines report 60 cents per pound as adequate. International projections of copper supply and demand indicate a continuing world-wide surplus of copper to 1980; it cannot then be expected that the record 1973 and early 1974 prices (over \$1 per pound) for copper will be repeated in the near future.

In the area of oil and gas, federal (National Energy Board) and provincial (B.C. Petroleum Corporation) authorities have made export price and wellhead price changes that should encourage exploration and development of this Peace River resource. Wellhead prices to the producer will rise by 40-50 per cent in 1974 and 1975 for wells drilled after November 1973. In terms of winter supplies, Canada as a whole should have sufficient oil and gas, but in B.C. there are still difficulties in the Beaver River natural gas field which may lead to some supply shortfalls or interruptions.

In the forestry and wood products manufacturing sectors, reduced employment levels dominate the short-term situation. A survey of major firms conducted by CMC's in the North-Central Area during the third week of October indicated that unemployment in the logging, sawmilling, shingle milling, and plywood and veneer operations was over 4,000 persons.

Another major event was the conclusion without a work stoppage, of a new collective bargaining agreement between the 5,400 members of Local 1-424 of the International Woodworkers of America with the Northern Interior and Cariboo lumber companies. The agreement calls for a 12 per cent (minimum 65 cents per hour) increase to bring the base rate to just over \$5.00 per hour, a Cost of Living

Adjustment (C.O.L.A.) Clause and is for 12 months duration. It is generally similar to Coastal and Southern Interior contracts signed earlier by the same Union and other Council of Forest Industries' firms. Due to the one year duration of the Woodworkers' contract, the entire forest industry, including the pulp mills, will be due for re-negotiation again next year.

In the pulp and paper industry the picture was bouyant, as pulp prices for B.C. mills were increased in August and U.S. firms raised their prices in September. The industry faced a brief (4 day) walkout in early July that was not related to new contract bargaining. Generally, there has been full-employment in this industry.

Construction activities present a mixed picture in the North-Central Area. Residential construction has been severely curtailed in the last few months by higher mortgage interest rates, and, also, in Prince George and Chetwynd, by public resistance to the new lease-hold arrangements offered by the province and municipality.

**TABLE III
NORTH CENTRAL AREA
DWELLING UNIT ACTIVITIES BY CITY**

City	Starts Jan. - Aug.		Underway Aug. 31	
	1973	1974	1973	1974
Dawson Creek	16	13	21	18
Kitimat	7	8	4	10
Prince George	1,164	836	965	886
Prince Rupert	64	63	42	30
Terrace	78	37	76	31
Williams Lake	182	25	95	25
	1,511	982	1,203	1,000

The number of dwelling starts by month in 1974 was above that for corresponding months in 1973 during the first 3 to 4 months, but since then has fallen behind. The declines are greatest in Prince George and Williams Lake. One can expect an earlier than usual fall off in house construction this winter due to the June through August lack of starts. A much reduced volume of residential construction in North-Central appears to be a situation that will last for several quarters.

**TABLE IV
DWELLING UNIT STARTS BY MONTH
NORTH CENTRAL AREA**

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Total
1973	44	49	103	128	146	301	510	230	1,511
1974	71	60	134	128	140	131	170	148	982
1974 as of 1973	161%	122%	130%	100%	96%	44%	33%	64%	65

Non-residential construction continues to supply some strength to the employment base. Even here, winter shutdowns on the B.C. Rail Dease Lake extension (350 jobs), and the Westcoast Sulphur plant at Fort Nelson (160 jobs), and the finish of the first stage of Kelfor Shopping Centre point to a decrease in activity. However, work continues to be done on retail centres (Prince Rupert and Prince George) and is underway or soon to start on hospital expansions for Fort St. John and 100 Mile House. About seventy-five to one hundred new jobs are expected between now and mid-1975 in constructing Babines' Burns Lake Sawmill, thirty workers for Tackama's Alaska Highway sawmill to be finished in November 1974, and some thirty-five workers are reconstructing a relocated Lac La Hache mill in Fort St. John. In the 1975 year, work is scheduled for the Prince Rupert dock system and a special \$10 million federal-provincial highway improvement program, and a somewhat increased volume of activity on Site 1, Peace River.

The Government Grain Elevator at Prince Rupert in the 1973-74 crop year shipped 40 per cent less grain at 17.7 million bushels than it had in the previous crop year. By September of 1974, however, the strike-locout situation at Vancouver grain terminals had caused several ships to direct to Prince Rupert and the one elevator and berth were operating at capacity. The uneven flow of grain traffic to Prince Rupert makes it difficult to maintain a stable workforce of grain handlers; a great deal of hiring is of a day-to-day kind. Another transport development is the decision of a Dawson Creek trucking firm to cut its staff in that city by thirty drivers who will be transferred to Edmonton. Also, runways at Fort St. John and Terrace were undergoing improvements in the last half of 1974, and the Smithers airport terminal building will likely be expanded in 1975-76.

The fourth quarter of 1974 will see expansions in retail trade employment, above the seasonal (Christmas) increases, in three centres. Sixty new jobs are needed in Williams Lake for Boitanio Mall and 400 jobs will be created in Prince George by the opening of phase one of Kelfors' Pine Centre. Three new retail and department stores will open in Prince Rupert. Future retail expansions in the town of Mackenzie may occur as the provincial government has offered subsidies to local commercial developments.

Relative to education, a committee has been established to advise upon the establishment of a Peace River Community College, based around the Dawson Creek Vocational School but with satellites throughout the Northeast. Such a college may begin offering courses by the fall of 1975.

Shortages of medical services personnel seem especially acute in the Quesnel and Williams Lake

CMC's, both for nurses and others such as physiotherapists. Fort St. John Hospital was also short of nursing staff. The hospital expansions underway in Fort St. John and 100 Mile House call for increased laboratory facilities, and other specialty services.

Generally, the shortages observed by CMC's in the third quarter of 1974 were below those in 1973. Declines in outstanding needs were observed in medicine and health, service occupations, forestry, machining, and construction. The declines in overall shortages situation were strong in Williams Lake and Prince George. There was an increase in overall shortages in Prince Rupert and Terrace.

WHITEHORSE CMC

Compared to other Prince George Management Area CMCs, Whitehorse was not so seriously affected by the weaknesses in the continental and overseas lumber markets, due to the smaller role of this industry in the Yukon economy. Nonetheless, layoffs (at two firms) totalling some 65 jobs were experienced or anticipated by the end of the third quarter. The leading mining and mining exploration sectors continued to add stimulus to the Yukon economy. There was a general intensification of persistent shortages relative to both the previous quarter and the previous year. Seasonal factors in the quarter included some slowing in construction and the end of the tourist season.

According to the Territorial Government, the producing Yukon mines employed an average of 1,270 people in the third quarter of 1974, an increase of 9 per cent over the 1,160 persons employed in the third quarter of 1973. The Clinton Creek Asbestos Mine raised journeymen's wages to just over \$7 per hour, and labourers' rates to \$4.80 per hour in early August. These wages are somewhat below those agreed to in some B.C. mines as of July. Both Anvil and Cassiar Asbestos (Cassiar B.C.) suspended hirings temporarily due to housing shortages. Last quarter's Review reported that the Clinton Creek Mine is willing to hire female heavy equipment operators; Anvil Mine is now willing to hire women as labourers if they already reside in the Faro area or are wives of present employees.

Acorn Timber of Whitehorse reduced employment by 25 persons in September, and Yukon Forest Products planned to lay-off some 40 persons in November.

In construction, there was remarkably low labour turnover on the highway building projects. The Aishihik Power Project experienced a work stoppage in late July, while there was some curtailment of the Dempster Highway crews as the camp was relocated in August. Employment on the latter

project is expected to rise during the fourth quarter as a second shift is applied and work begins on the Northwest Territories portion. The three major projects (Aishihik, Dempster, and the Skagway-Carcross Road) continued to employ 350 to 400 men in the third quarter.

Transportation did not appear to add to Yukon employment during the third quarter. White Pass and Yukon experienced shortages of equipment and was forced to delay hirings of new long haul drivers. In aviation, Jet Air suspended its Yukon service at a cost of 23 jobs to the territorial economy.

The tourist industry observed shortages of experienced cooks and waitresses during July and August. The return of students to the South aggravated the situation in the latter month. A new motel and restaurant and one new pizza parlour opened during the quarter. In services, and in financial firms, the shortages of clerk-typists remained acute. The retail trade sector was characterized by a raise in wages (from \$2.85 to \$3.25) at one firm which was transmitted to other trade and services employers.

The public sector was also in need of clerk-stenographer personnel; the wages offered both by the Territory and the federal service are higher than private industry, thus allowing these two employers an advantage in competing for clerical-stenographic labour. The Yukon Teachers' Association, in their first collective agreement with the Territory, won a 29 per cent increase and a Cost of Living Adjustment (C.O.L.A.) clause. The 250 Yukon teachers are now higher paid than their B.C. counterparts.

In terms of CMC activities the quarter's job orders were down 18 per cent from the second quarter,

though still above the level of last year by about 33 per cent. Compared to the same period of the previous year, there were strong increases in orders in manufacturing, wholesale and retail trade, services and public administration.

TABLE I
VACANCIES NOTIFIED BY INDUSTRY
CMC Whitehorse

	Q II 1974	Q III 1974	Q III 1973	
Agriculture	1	-	3	
Forestry	6	2	-	
Fishing & Trapping	-	-	-	
Mines, Quarries & Oilwells	222	254	285	
Manufacturing	23	47	9	
Construction	182	135	150	
Transportation, Communication & Utilities	183	114	102	
Trade	194	180	94	
Wholesale		51	53	22
Retail		143	127	72
Finance, Insurance & Real Estate	20	23	27	
Community, Business & Personal Service	490	400	190	
Public Administration	587	411	321	
Total	1,908	1,566	1,181	

Compared to 1973, the shortages problem intensified for occupations such as medicine and health, clerical, service, transport equipment operation, and other crafts and equipment operating. The only abatement in the shortages situation was for miners.

MANPOWER PROGRAMS

JOB CREATION PROGRAMS

Faced with the prospect of seasonal high unemployment during the winter of 1971-72, the Federal Government established the Local Initiatives Program. This was a deliberate attempt, on the part of the government, to solicit the job creation initiative of communities, groups and individuals through the achievement of two goals. These goals were firstly, the reduction of seasonal, regional, and specific area unemployment through the creation of short term jobs and secondly, the provision, through these jobs, of needed community goods, services and facilities. The initial program was so successful that it was implemented for the winters of 1972-73, 1973-74 and is currently underway for the winter of 1974-75.

In order to ensure the continued success of job creation philosophy as exemplified under L.I.P. and also to enable the Department of Manpower and Immigration to maintain its responsiveness to the initiative shown by the unemployed the Job Creation Branch was formed in 1973. This branch was established with the Manpower Division under the supervision of the Director General. The purpose of the Branch is to ensure the continued development of needed job creation programs in consultation with other levels of government. To serve this end, a Provincial Job Creation Manager with full operational staff and facilities has been established in each Provincial capital. The Branch is presently responsible for the development and maintenance of The Opportunities for Youth and Local Initiatives Program on a temporary basis and the Local Employment Assistance Program on a permanent basis.

L.I.P. projects have over the years been active in many fields from day care centres to educational programs to housing renovations. In 1973, the Department of Manpower and Immigration commissioned a study by researchers from the University of Calgary of a representative sample of 145 of the 1972-73 L.I.P. projects across Canada. 1,491 project employees were interviewed during the study, 72% felt that they learned new skills in their L.I.P. jobs, 65% felt that the skills they already had were improved by working on L.I.P., and 65% said that they were more confident of their employment future as a result of their L.I.P. experience.

Traditionally, employment opportunity programs have been viewed within an economic context. Creating a job was the sole goal of L.I.P. in its first year. Only as the program evolved was the provision of community services seen as an equally important goal. It became apparent the jobs do not exist in a vacuum and that the creation of jobs should be combined with the provision of community services.

As the Local Initiatives Program evolved yet another influence was being felt. While for the community the project was a service, for the person who carried it out the job brought more than financial remuneration. The project afforded the employee the opportunity for personal growth which has greatly affected their job aspirations and sense of personal worth.

An extensive study of the acceptability of projects to communities was carried out. It was found that 86% of the people in the communities which were studied felt that the services provided by the L.I.P. projects were needed. Of the project employees who were interviewed, 70% felt that they had an enhanced sense of personal achievement as a result of their L.I.P. jobs and 68% reported that they felt an increased awareness of their communities.

7.9 million dollars has been allocated for British Columbia and \$285,000 for the Yukon Territories for the creation of jobs through the 1974-75 Local Initiatives Program. By December, 1974, hundreds of projects will be approved throughout the region presenting employment opportunities to thousands of people who have been unemployed and seeking work.

LOCAL INITIATIVES PROGRAM		1971-72	1972-73	1973-74
Total jobs created — B.C.		7,190	9,344	3,334
— Yukon		250	332	122
TOTAL		7,440	9,676	3,456
Total man weeks created — B.C.		167,808	205,744	73,977
— Yukon		3,874	5,892	2,277
TOTAL		171,682	211,636	76,254

MANPOWER MOBILITY PROGRAM

DESCRIPTION

The Canada Manpower Mobility Program is available throughout Canada to workers who cannot find suitable employment locally and need to move to an area of greater opportunity. Although applicable to any unemployed, about to become unemployed or underemployed workers, the Program has particular significance for workers affected by major industrial changes and federal or federal-provincial projects for regional economic development. The Program constitutes an integral part of the FRED and ARDA Programs to assist workers in re-establishing from remote and sub-marginal areas to growth centres. It is one of the key sources provided by this Department as support to the Programs of the Department of Regional Economic Expansion.

The aim of the Canada Manpower Mobility Program is not to subsidize all worker mobility, but rather to assist and serve as an incentive to those who need to move but require financial assistance. The Program also helps workers to travel to and take advantage of training and retraining opportunities which are not available in their home communities.

The Canada Manpower Mobility Regulations provide six types of assistance:

- (1) **Relocation Grants:** to facilitate permanent relocation;
- (2) **Exploratory Grants:** to enable a job search for employment in another area;
- (3) **Grants for Temporary Employment:** provides return transportation and three days living allowance to those workers accepting temporary work for 3 to 6 months outside of the area where they live.
- (4) **Grants for Students accepting Temporary Employment:** return transportation and a living allowance up to three days to enable the student to travel to specified employment with employers who have placed their job vacancies with a Canada Manpower Centre.
- (5) **Special Travel Grants:** to allow Manpower clients to travel to the nearest Canada Manpower Centre for special interviews, testing and counselling.

- (6) **Trainee Travel and Commuting Allowances:** to enable adults to take training which has been arranged by a Manpower counsellor in a locality other than in which they reside.

RELOCATION GRANT

This grant provides the following benefits:

- (a) the cost of transportation for the worker and his family;
- (b) the cost of moving his household effects or mobile home to the locality where he has obtained full-time continuing employment;
- (c) an allowance for the worker's spouse or adult dependent to examine housing and schooling facilities in the new locality in advance of the family's move. This allowance pays for the cost of return transportation and \$13 a day up to five days while the dependent is in the relocation area;
- (d) a re-establishment allowance of \$100 for the worker, \$100 for his first dependent, \$200 each for his second and third dependents and \$100 for each additional dependent (with no limit as to the aggregate amount) may also be included in a relocation grant;
- (e) a homeowner's allowance of \$1,500 is available for workers who purchase a new home in the relocation area. Workers purchasing a mobile home may also qualify if they also purchase the land the mobile home is located on.

Any resident of Canada, who meets the qualifying conditions may receive assistance under the Program, but to be eligible for re-establishment and homeowner's allowance a worker must have lived in Canada for the 12 months immediately preceding the date of application for a relocation grant.

Decisions as to eligibility, within the framework of the Manpower Mobility Regulations, are made by Manpower officers at Canada Manpower Centres throughout Canada.

EXPLORATORY GRANT

This grant provides for the cost of return transportation of the workers to the nearest area considered by the CMC to hold reasonable prospects of employment. Interviews for the client with prospective employers are often pre-arranged by the CMC. The grant also includes a living allowance of \$13 a day for a maximum of one week exclusive of travel time for the worker while actively seeking work in another area.

SPECIAL TRAVEL GRANTS

A new provision has been added to assist persons to travel for the purpose of receiving expert counselling, interviewing or testing services which are not available in their area of residence. The benefits will be similar to the allowances for exploratory trips, i.e. travel costs and also a daily living allowance of \$13, except there will be no five day limit on the duration of the living allowance.

This provision will be administered through Special Programs Counsellors, according to policies and practices communicated to the field from time to time.

TRAINEE TRAVEL AND COMMUTING ALLOWANCES

These grants are available to clients selected for occupational training under the Adult Occupational Training Act.

A trainee who moves to the area of the training centre may receive a **trainee travel grant** which pays the trainee's return travel expenses, including the costs of meals and accommodation while in transit.

Trainees who commute to the training centre located in another community may receive a weekly **commuting allowance**, equivalent to the actual cost of public transportation, or a mileage

allowance, as appropriate. The maximum amount of weekly commuting allowance cannot exceed the living-away-from-home allowance which at the present is \$30 a week in B.C. and \$35 a week in the Yukon.

GRANTS FOR TEMPORARY EMPLOYMENT

This is a new grant effective May 1, 1974 and provides return transportation to an unemployed worker to travel to a temporary job that has been listed with the Canada Manpower Centre and provides at least three months employment. The job offer must be beyond reasonable commuting distance and is not effected by a labour dispute. In addition to the transportation cost, an allowance of \$13 a day, in respect to meals and overnight accommodation for the worker while in transit will be paid. A living allowance of \$13 a day will also be paid for a period not to exceed three days after the worker's arrival in the place of employment, the extent of which will be determined by the Manpower counsellor.

GRANTS FOR STUDENTS ACCEPTING TEMPORARY EMPLOYMENT

This new grant applies to students who are referred to selected employers offering job vacancies providing at least six consecutive weeks of employment.

To qualify, a student is any person 18 years of age or older engaged in full-time studies who indicated on the "application for employment" form the intention to return to those studies in 1974 and who is a Canadian citizen or has been admitted to Canada for permanent residence.

Return transportation including meals and accommodation while in transit plus a living allowance of \$13 per day for a period not exceeding three days after the student's arrival at the place of employment will be paid.

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street, P.O. Box 460	453-2221
Burnaby	5000 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road E., P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	101 — 435 Trunk Road	748-8111
Fernie	461 Third Avenue	423-6806
Fort St. John	10139 — 101 Ave., V1N 2B4	785-6166
Fort Nelson	2nd Floor, Sikinni Building, P.O. Box 596	774-2727
Hope	777 Fraser Street, P.O. Box 69	869-9901
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
Penticton	Ste. 109 — 245 Winnipeg St.	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4812 Joyce Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Federal Building, Bridge & Kinley Streets	295-6951
Quesnel	346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563B Number 3 Road	273-6431
Smithers	P.O. Box 1028, 1090 Main Street	847-3248
Surrey	10072 King George VI Highway	588-5981
Terrace	4630 Lazelle Avenue	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vanderhoof	P.O. Box 1460, 1774 Stewart Ave.	567-4695
Vernon	3202 — 31st Street	545-2125
Victoria	1415 Vancouver Street	388-3481
Whitehorse	Room 101, Federal Building	667-4238
Williams Lake	99 North Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Sir William Dawson School, 951 Helmcken Street	685-0842
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 W. Pender St.	681-8111
Victoria	University of Victoria, Building V, P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	1005 — 104th Avenue, P.O. Box 237	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	853-5945
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	550 Victoria Street, Suite 400	562-5534
Prince Rupert	138 Third Avenue West	624-9671
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	2nd Floor, Sandwell Bldg., 1550 Alberni St.	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	816 Government St.	388-3614
Whitehorse	101 Federal Building	667-4238

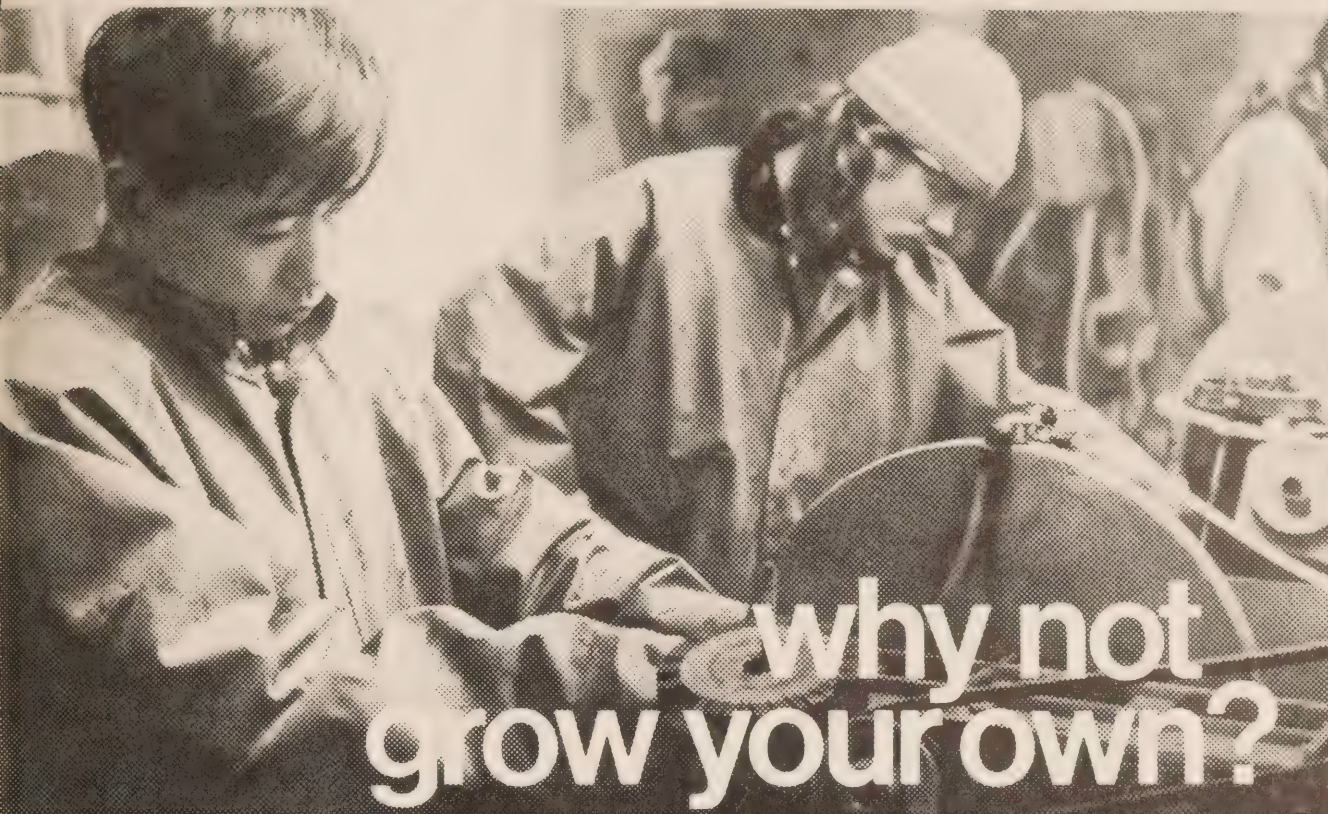
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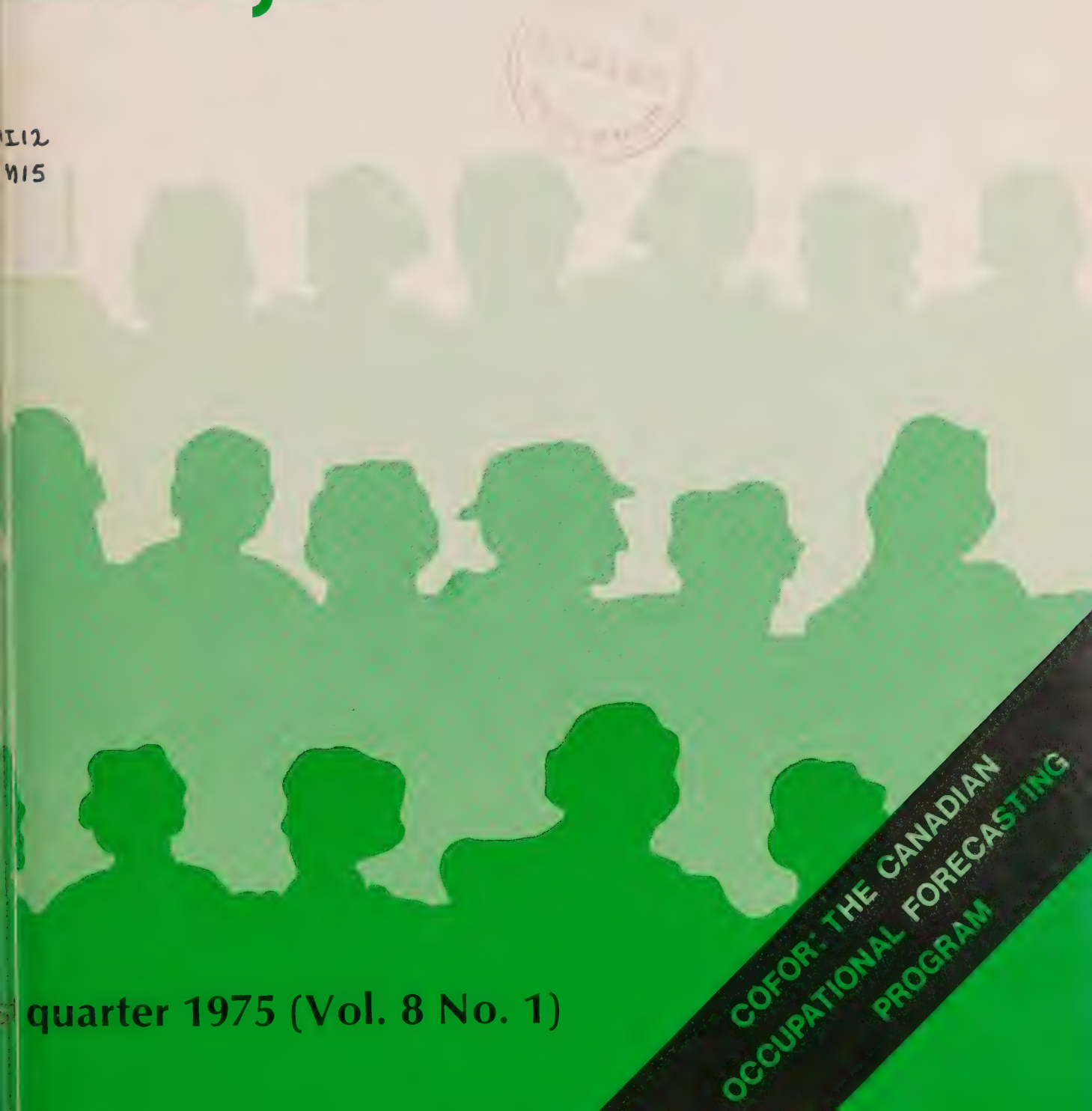


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COFOR: THE CANADIAN
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PACIFIC MANPOWER REVIEW

FIRST QUARTER 1975

**Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
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Foreword

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TABLE 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
British Columbia
(estimates in 000's)

	1974	1973	1972	% Change 1974/1973
Labour Force	1,060	1,002	950	5.8%
Employed	995	937	879	6.2%
Unemployed	65	65	72	—
Participation Rate	59.2%	58.4%	57.5%	
Unemployment Rate	5.6	6.5	7.6	

Labour force as a percentage of population 14 years of age and over.

Source: *The Labour Force*, Statistics Canada, #71-001

B.C. LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
1968 - 1974

	1968	1969	1970	1971	1972	1973	1974
Labour Force	797	836	878	911	950	1,002	1,060
Employment	750	895	810	847	879	937	995
Unemployment	47	42	67	64	72	65	65
Unemployment Rate	5.9%	5.0%	7.6%	7.0%	7.6%	6.5%	5.6%

THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

For the second consecutive year, B.C. achieved near record employment growth in 1974 despite several prolonged strikes and a significant economic downturn in the last two quarters. Annual average employment increased 58,000, a growth of 6.2 per cent over 1973. Unlike the previous year's experience that produced record growth in the goods producing industries, more of the 1974 employment increase went to the service industries where an estimated 43,000 new jobs developed. These were concentrated in finance, insurance and real estate; health, accommodation and food services.

A significantly lower rate of employment growth is forecast for 1975 with continuation of the lumber and plywood market slump and weakening primary metal markets. Because of the U.S. recession the pulp and paper market that remained strong throughout 1974 also could weaken. This combination of unfavourable prospects likely could lead to a lower level of private sector capital spending on primary industry plant and equipment in 1975.

To some extent, the primary industry slump in B.C.

should be offset by the more optimistic outlook for construction and shipbuilding and, maintenance of a similar level of government expenditure in 1975. Shortages of industrial materials and manpower prevalent during the past two years are expected to ease following the rather sharp reduction in demand in the last quarter of 1974.

For the months ahead certainly not all signs are discouraging. Interest rates are falling and stimulative measures for the U.S. economy eventually should have positive benefits for B.C. Housebuilding in B.C. and Canada should receive more emphasis in 1975 and new developments in coal mining will add to the stock of available jobs in the province.

Declining employment growth through three quarters of 1974 and a significantly reduced level of job opportunities forecast for 1975 should reduce the immigration component of B.C.'s labour force growth. Withdrawals from the labour force are expected but with the continuing pressure of new entrants on the market unemployment also is expected to rise.

EMPLOYMENT: REVIEW AND OUTLOOK

After a period of strong economic growth in B.C. that produced a record employment gain of 6.6 per cent for 1973 the pace slackened early in 1974 and deteriorated rapidly the last half of the year. Despite this situation 1974 still showed a significant 6.2 per cent employment gain over 1973. The following table compares growth rate patterns for the two years.

YEAR OVER YEAR EMPLOYMENT CHANGES IN B.C.

	<u>1974</u> 1973	Per Cent Increase	<u>1973</u> 1972	Per Cent Increase
1st Quarter		6.6%		4.0%
2nd Quarter		5.6%		6.7%
3rd Quarter		6.9%		7.5%
4th Quarter		6.5%		8.1%
Annual Average		6.2%		6.6%

The GOODS PRODUCING INDUSTRIES that contributed most to the record employment gains of 1973 were the same group of industries experiencing severe cutbacks in 1974. Growth was restrained by both industrial disputes and weakened product markets, but average employment in this sector was still up about 4.5 per cent for the year. By mid-year a major downturn was underway in the forest industry as external and domestic demand for lumber fell with depressed housing markets and lowered levels of economic activity worldwide. More weakness appeared in the fourth quarter with the closure of a few marginal mines and production cutbacks with layoffs at others, as world metal prices declined. Average employment in durable manufacturing, which includes lumber products, was down about 2,000 from 1973, while non-durable manufacturing employment increased about 7,000 in 1974.

On many outlying communities throughout B.C. the impact of unemployment was severe as secondary effects of cutback spread. The combined effect of these situations plus strikes of construction workers, loggers and millworkers, grainhandlers and railway workers lowered average employment from a level of what otherwise might have produced another exceptional growth year. The average number of job vacancies in B.C. dropped sharply in the last half of 1974. In the fourth quarter the seasonally adjusted help wanted index for B.C. dropped almost 29 per cent, the largest decline of all regions.

Reflecting the mid-1974 downturn, B.C. unemployment showed a consistent upward trend since June. The seasonally adjusted unemployment rate rose steadily from 5.3 per cent in June to 7.1 per cent in December after remaining almost steady around 5.5 per cent for six months. Direct layoffs from the Forest Industry of almost 17,000 and about 1,000 from the Mining Industry had accumulated by December. Normal seasonal layoffs included in these totals were extended in many cases from a few weeks to more than a month, some for an indefinite period of time.

QUARTERLY AVERAGE UNEMPLOYMENT RATES FOR B.C.

	1974	1973	1972
1st Quarter	6.5%	8.6%	8.3%
2nd Quarter	5.6%	6.4%	7.7%
3rd Quarter	5.4%	5.1%	6.6%
4th Quarter	6.9%	6.0%	7.5%

Accumulated layoffs in the B.C. FOREST INDUSTRY of about 17,000 since the mid-year employment peak, do not take into account numbers of recalls for short periods of time. This total represents 20 per cent of the estimated number employed in the lumber industry (excludes pulp and paper).

B.C. FOREST INDUSTRY REPORTED LAYOFFS UP TO DECEMBER 1974

Canada Manpower Management Area	Sawmill	Logging	Plywood & Veneer	Shake & Shingle
Vancouver Island	1,817	1,728	400	111
Metro Vancouver	3,033	323	1,074	232
Okanagan-Kootenay	3,150	819	257	38
North Central	2,001	979	640	—

Lumber shipments to the U.S. housing market in 1974 were down an estimated 23 per cent from 1973 and overseas shipments mainly to Europe and Japan were down an estimated 25 per cent. Plywood shipments were down about 27 per cent from 1973 because of a low level of Canadian residential construction in 1974. Usually about 80 per cent of the total plywood production is sold in Canada. Layoffs in the logging sector of the Forest Industry would have been greater if pulp and paper markets had not remained strong. In 1974 the demand for pulp

and paper reached a peak and most plants continue to operate at capacity production levels. Now, signs of market weakness for certain liner board and packaging products of the pulp and paper industry are beginning to appear which may lead to minor production cutbacks in 1975.

FOREST INDUSTRY INDICATORS % CHANGE 1973 TO 1974

Timber Cut (1)	— 21.3%
Lumber Production (1)	— 15.1%
Plywood Production (1)	— 11.7%
Woodpulp Production (1)	+ 1.2%
Employment (2)	— 6.9%

Looking ahead, it does not appear that the Forest Industry will experience a strong upsurge in demand during 1975. Employment should increase gradually if government stimulation of the housing industry in both the U.S. and Canada takes place as expected. Because of the generally poor market outlook, rising costs and the lower profit situation for many firms, capital spending in the B.C. Forest Industry is expected to be significantly lower in 1975. Equipment purchases are down and layoffs have occurred already among suppliers of services and equipment to the industry. Also, in 1975 all major Forest Industry collective bargaining agreements expire.

The MINING employment market in B.C. also weakened during 1974. Several small operations were closed and production cutbacks were implemented at higher cost sites as a result of declining world metal prices. Negotiations are underway presently with Japanese customers who would like to have contracted shipments of copper concentrates reduced by as much as 15 per cent. Layoffs which occurred in the last quarter of 1974 totalled about 1,000, although many of those workers were placed in alternate employment. For the year however, average employment showed an increase of about 4,000 after no change in 1973. With the exception of coal mines in the East Kootenay area of B.C., few mine openings are expected, a result of almost no exploration activity in B.C. for one year. The outlook for 1975 is for production cutbacks at a few metal mines resulting in a reduced level of employment but a slight expansion in coal mining.

Estimates:

(1) B.C. Department of Economic Development

(2) E.A.F.B., Vancouver

(3) Labour Force Survey, Statistics Canada

MINING INDUSTRY INDICATORS % CHANGE 1973 TO 1974

Value of mineral production (1)	+ 5.6%
Vacancies Notified to CMC's (2)	
Employment (2)	+ 30.8%

For the CONSTRUCTION INDUSTRY, conditions were far more favourable in 1974 despite a prolonged strike during the second quarter. Employment averaged about 78,000 for the year, up over 8 per cent from 1973. The first quarter of 1974 showed an unusual employment gain of 25 per cent from a year earlier, mostly in commercial and institutional construction. Construction of new facilities in secondary manufacturing was low, with no significant projects in Forestry or Mining. The residential sector showed housing starts for the first eleven months of 1974 down about 10 per cent from 1973. Estimated capital and repair expenditures for 1974 were up about 18 per cent from 1973 mainly from increased expenditures on hydro utilities and commercial projects.

Again for 1975 B.C.'s Construction employment outlook is favourable although slightly down from 1974. Two major projects are presently underway which along with other construction carried over from 1974 should maintain the current employment level. Many projects are planned but await either government decisions or private sector financing in many cases. Only a slightly higher level of government spending is expected in 1975 but this may be more than offset by reduced spending in the private sector. Material and skill shortages and high interest rates that were constraints in 1974 should begin to ease in 1975. More emphasis on residential construction is expected during the next year. Most of the new collective agreements reached in mid-year extend to 1976.

CONSTRUCTION INDUSTRY INDICATORS % CHANGE 1973 TO 1974

Capital & Repair Expenditure — Total (1)	+ 18%
Utilities	+ 1%
Manufacturing	+ 1%
Housing	+ 14%
Institutional & government	+ 18%
Other	+ 19%
Housing Starts (1)	— 10%
Value of Building Permits (1)	+ 2%
Employment (3)	+ 8%

Employment conditions varied widely among the remaining goods producing industries. Metal Fabricating and other construction related industries maintained strong demand conditions throughout 1975. Shipbuilding and repair industries had an excellent year in 1974; with the orders on hand, including two large ferries for the provincial government, similar experience is anticipated for 1975. Certain other manufacturers such as foundries, machinery plants and truck builders began to cutback in the last half of the year as orders from the forestry and mining sectors declined. By the fourth quarter small numbers of layoffs were beginning to appear in these industries. One significant expansion project during the year is the B.C. Rail boxcar plant and repair facilities established at Squamish.

OTHER MANUFACTURING INDUSTRIES INDICATORS % CHANGE 1973 TO 1974

Selling Value of Factory Shipment (1)	+ 16.6%
Capital & Repair Expenditures (1)	+ 18.5%
Employment (2)	1.0%

The SERVICE INDUSTRIES produced the largest employment gains accounting for 43,000 of the 58,000 new jobs created in 1974. Average employment in this sector reached 669,000 for the year, a gain of 6.9 per cent over 1973.

Significant year to year gains were recorded in Finance, Insurance and Real Estate (11 per cent growth), Community, Business and Personal Service (9 per cent growth), Public Administration (8 per cent growth) and Wholesale Trade (7 per cent growth). A fairly strong housing market in late 1973 and early 1974 and the growth of financial institutions that accompanied buoyant conditions were major contributions to growth in Finance, Insurance and Real Estate. Community, Business and Personal Services, the largest component of the service group, generated about 22,000 new jobs in 1974. In the early part of the year total demand grew rapidly and many jobs were left unfilled in Health Services, Services to Business Management and Accommodation and Food Services. This situation now has eased with a substantial decrease in the number of persistent shortages reported. Public Administration employment increases are attributed largely to expansion of the provincial civil service; Federal government employment growth was minimal.

SERVICE PRODUCING INDUSTRY INDICATORS % CHANGE 1973 TO 1974

Value of Retail Sales (1)	17.0%
Grocery and Combination Stores	20.0%
Department Stores	19.5%
Motor Vehicle Dealers	15.1%
Service Stations and Garages	15.1%
Personal Income (1)	16.7%
Value of Cheques Cashed (1)	31.4%
Employment (3)	6.9%

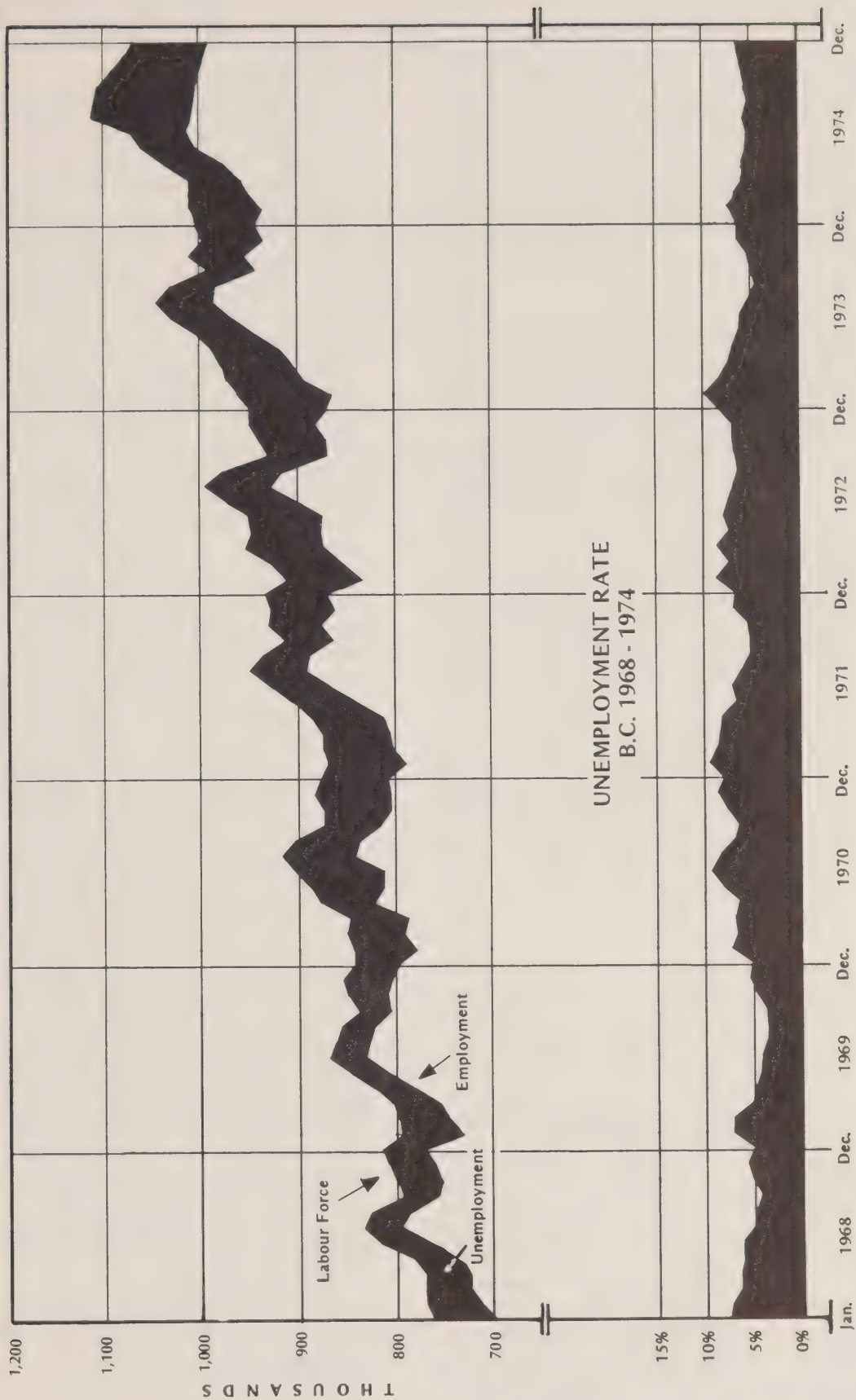
Market weakness for Forest and Mineral products reduced the demand for Transportation Services while passenger demands, especially in the Metropolitan areas continued to grow. Two prolonged strikes of grain handlers in Vancouver and B.C. Rail shopcraft workers had adverse employment effects. Overall, the level employment in TRANSPORTATION, COMMUNICATION AND UTILITIES showed minimal growth during 1974 after a 12 per cent increase in 1973. Expansion projects included additions to urban transit systems, railway and harbour facilities but there the net employment effect was minimal because of declining freight volumes. Relatively little employment growth in this sector is expected for 1975.

TRANSPORTATION INDUSTRY INDICATORS % CHANGE 1973 TO 1974

Value of Exports (1)	44.9%
Value of Imports (1)	34.4%
Air Traffic (1)	16.0%
Commercial Vehicle Registrations (1)	12.1%
Employment (2)	1.1%

Average employment in the TRADE sector increased by about 10,000 in 1974 with expansion of wholesale facilities and new shopping centres opened during the year throughout the province. Growth of employment in wholesale trade was slightly greater than in retail trade. A much lower rate of employment growth for the entire sector is expected for 1975 with fewer retail outlets under construction and reduced demand for durable goods, equipment and industrial materials.

CHART 1
LABOUR FORCE, EMPLOYMENT & UNEMPLOYMENT
B.C. 1968 - 1974



LABOUR FORCE: REVIEW AND OUTLOOK

There was no let up in B.C.'s rate of labour force growth during 1974 which is attributed to a lagged response to employment changes. In both the third and fourth quarters when the rate of employment growth was declining, year over year labour force growth rates were higher than in the comparable periods of 1973. Unemployment, therefore, moved steadily upwards from a second quarter average of 59,000 to an average of 74,000 in the fourth quarter.

YEAR OVER YEAR LABOUR FORCE GROWTH IN B.C.

	<u>1974</u>	<u>Per Cent</u>	<u>1973</u>	<u>Per Cent</u>
	<u>1973</u>	<u>Increase</u>	<u>1972</u>	<u>Increase</u>
First Quarter		4.2%		4.4%
Second Quarter		4.7%		5.2%
Third Quarter		7.2%		5.8%
Fourth Quarter		6.8%		6.3%

Population increases through in-migration have been for many years a principal source of labour force growth in B.C. In 1974 B.C.'s population increased by an estimated 3.5 (1) per cent. For the first nine months, B.C. received 26,306 immigrants from outside of Canada, almost 16 per cent of the total entering the country during the period. The working age population, 14 years of age and over, from which the labour force is drawn increased by 4.3 per cent in 1974.

An outstanding characteristic of labour force growth in 1974 was the substantial 9 per cent increase in the female component compared to only 4.2 per cent growth in the male labour force. This rapid rise in the number of females employed or seeking employment could be attributed to several factors. Perhaps the most important influence was the equally substantial increase in the number of new jobs for women. Average annual employment for women in B.C. increased by 10 per cent over 1973. Females represented about 34 per cent of B.C.'s labour force in 1974 up from 33 per cent in 1973.

Changes in the labour force composition are reflected in participation rates (percentage of the population 14 years of age or over employed or seeking employment). For men the average annual rate remained virtually unchanged from the year before at 78.1 per cent. The female participation rate increased from 38.7 per cent in 1973 to 40.4 per cent in 1974. In December the female participation rate was more than three percentage points higher than it was a year previous.

Although the female participation rate has been steadily increasing throughout the post war period the change has seldom been as great as that which occurred last year. One thesis suggests that additional numbers of married women may have entered the labour force to supplement family incomes when husbands were on layoff or working fewer hours per week. Expansion during 1974, centred in the service producing industries employing a larger proportion of women, also provided the attraction of an increased supply of job opportunities.

By the end of 1974 the age composition of the labour force also reflected changes for the year. Not only did the share of women show an increase but the prime working age group (25-44) increased from a 45 per cent share in 1973 to 46 per cent in 1974. Withdrawals from the labour force reduced the 45-64 age group's share to 26 per cent from 28 per cent in 1973. The shares of the 14 to 19 and 20 to 24 age groups remained almost constant. In the 25 and over age group as a whole the largest increase occurred in the female component. The average fourth quarter labour force of males 25 years of age and older showed an increase of only 3.8 per cent from a year ago, while the increase for females in that age group was over 11 per cent in the same period.

(1) B.C. Department of Economic Development Estimate

B.C. LABOUR FORCE AVERAGE ANNUAL AGE DISTRIBUTIONS

Age Group	1974	%	1973	%
	# in 000's		# in 000's	
14 - 19	129	12.2	117	11.7
20-24	151	14.2	143	14.3
25 - 44	484	45.7	447	44.6
45 - 64	280	26.4	281	28.0

Source: Labour Force Survey

Assuming experience similar in 1975 to previous prolonged periods of slow employment growth the rate of labour force expansion through in-migration should subside. While some withdrawals may be expected, particularly in the male labour force, the overall rate of growth may be down only slightly because of the continuing pressure from new entrants. The highest rate of increase is expected in the 25-44 age group along with easing in the growth rate for 14 to 19 year olds. Those entering the labour force during the next year could expect to face even stronger competition for jobs.

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

Although the weakening labour market trend that began early in 1974 accelerated in the last half of the year, overall demand was strong enough to generate a 58,000 increase in the average number of new jobs. Fortunately the weakness was confined to selected goods producing industries while employment expanded at a relatively high rate in services. For this reason female employment showed an unusually large increase for the year, more than twice the rate of expansion for male employment.

Operational statistics of the Department of Manpower and Immigration also reflected a similar pattern of demand in 1974. Placements were up almost 10 per cent for the year with the heaviest increases in Metro Vancouver and Vancouver Island where the service industries are concentrated. Note that the fourth quarter 1974 data in Table 2 excludes approximately 4000 post office placements to enable valid year to year comparison. This level of placements was achieved despite a significant decline in the number of job vacancies notified by employers.

The other data in Table 2 indicate how much the manpower supply situation has eased in recent months. The December total of registered clients without employment was almost 20 per cent higher than a year ago. Unfilled vacancies at the end of December were down 23 per cent and persistent occupational shortages declined 34 per cent from last December's total.

Large layoffs in logging and related manufacturing and developing weakness in mining caused a significant shift in the pattern of demand during 1974. Skilled loggers, heavy equipment operators, millwrights and many other lumber industry occupations, previously in the persistent shortage category now are in surplus. By the year end over 80 per cent of those on layoffs in logging and saw-milling occupations were on unemployment insurance. Others were able to find jobs in pulp and paper or other industries.

The closure of a few marginal mines and production cutbacks released about 1000 miners to fill available jobs. With these developments and their secondary effects the number of persistent shortages recorded in the fourth quarter of 1974 was down by 24 per cent from 1973.

TABLE 2
OPERATIONAL STATISTICS
Pacific Region*
(Quarterly Averages)

	Fourth Quarter 1974(p)	Third Quarter 1974	Fourth Quarter 1973	% Change Fourth Quarter 1974/1973
Registered Clients (1)				
(Man 757)	79,527	78,517	62,786	+ 26.7
Registered Vacancies (2)				
(Man 757)	6,002	11,246	8,023	- 25.2
Placements (3)				
(Man 751)	9,345	16,141	7,240	+ 29.1
Occupational (OSS) (4)	1,076	2,260	1,421	- 24.3
Occupational Shortages				

(1) Registered clients without employment seeking full-time or part-time work (month-end).

(2) Registered vacancies (month-end).

(3) Regular placements plus transfers out.

(4) A vacancy which has remained unfilled for 30 days or longer.

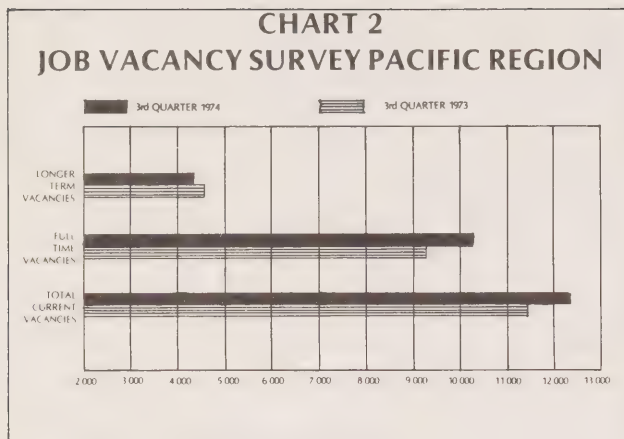
p — Preliminary

* — Includes Yukon

JOB VACANCY SURVEY

The Job Vacancy Survey conducted by Statistics Canada is designed to provide an estimate of the number of unfilled jobs on any day in a three-month period. Estimates are provided in occupational, industrial and geographic detail; and are divided into three categories: total current vacancies, full time vacancies, and longer-term vacancies.

Latest data from the Job Vacancy Survey is for the third quarter of 1974. At that time, the number of full time vacancies was almost 12 per cent above the third quarter 1973 figure. The number in the long-term category (outstanding one month or more) showed a decline of about 4 per cent. This year over year decline was the first recorded for long-term vacancies in the Pacific Region since the survey's inception. Total current vacancies in the third quarter increased 21 per cent over 1973 with a larger proportion of the 1974 total in part-time vacancies.



Occupations Most in Demand

Service Occupations: especially food and beverage; protection services; lodging services.

Clerical Occupations: especially stenographers and typists; bookkeepers and accountants; receptionists.

Fabricating, Assembling, Repair: especially mechanic repairmen; fabricating electrical products; fabricating furniture products.

Construction: especially other construction; electrical power repairmen.

Sales Occupations: especially sales commodities; science, engineering, mathematics; especially architecture, engineering, other architecture engineering.

Transport Equipment: especially motor transport.

Medicine and Health: especially nursing, therapy.

OCCUPATIONAL SHORTAGES

Canada Manpower Centres collect information on jobs which have remained unfilled for at least thirty days.

These reports on "Occupational Shortages" provide information with both occupational and geographical detail. Manpower counsellors across Canada use this information as an indicator of possible locations where employment may be found for clients, and as one input to career counselling information. The number of shortages reported also serves as a measure of excess demand for labour. Quarterly data from the survey are presented in Table 3 below.

TABLE 3
ESTIMATED OCCUPATIONAL SHORTAGES

Pacific Region
(Quarterly and Annual Averages)

	1974	1973
First Quarter	1,349	536
Second Quarter	1,728	773
Third Quarter	2,260	1,113
Fourth Quarter	1,076	1,421
Annual	1,603	961

The list of occupations showing significant numbers of shortages is substantially reduced from the third quarter of 1974. From 16 occupational groups in the third quarter, the list reduced to the following five groups by the end of December.

High Demand:

Waiters, Waitresses
Hairdressers, Cosmetologists

Moderate Demand:

Heavy Duty Mechanics
Housekeepers, Child Care Attendants
Welders
Registered Nurses

MAJOR COLLECTIVE AGREEMENTS, COVERING 500 OR MORE EMPLOYEES, EXPIRING IN 1975

SOURCE: *Calendar of Expiring Collective Agreements, 1975.*
Research Branch, British Columbia Department of Labour.

	UNION	INDUSTRY	EMPLOYEES COVERED
JANUARY	P.S.A.C. Ships Crew Group, (Supervisory & Non-Supervisory)	Miscellaneous Services	542
FEBRUARY	Labourers, Locals 602, 1070, & 1093	Construction	1000
	Tunnel & Rockworkers, Loc. 168	Construction	
	Operating Engineers, Loc. 115	Construction	3000
	Teamsters, Local 213	Construction	800
	Retail Clerks, Local 1518	Trade	525
	Railway Transport & General Workers, Local 275	Miscellaneous Services	500
MARCH	Electrical Workers, Loc. 258	Communication	2500
	C.U.P.E. Local 116	Education	1500
	Machinists & Aerospace Workers, Local 692	Metal	1459
	Correctional Services Component, B.C.G.E.U.	Miscellaneous Services	1107
	Federal Dockyard Ship Repair	Machinery	978
	Teamsters, Local 464	Food	800
	Marine Services-Licensed, B.C.G.E.U.	Transportation	651
APRIL	United Fishermen & Allied Workers	Food	3000
	Fishermen	Food	1500
	Meat Cutters, Local 212	Food	669
	Fishermen	Food	600
	Retail Clerks, Local 1518	Trade	3528
	Graphic Arts, Local 210	Miscellaneous Manufacturing	600
MAY	Machinists & Aerospace Workers, Local 764	Transportation	930
JUNE	I.W.A.	Wood	28000
	Paperworkers, Several Locals	Wood	6500
	I.W.A., Locals 1-405, 1-417 & 1-423	Wood	6000
	Pulp, Paper & Woodworkers, Several Locals	Wood	5000
	I.W.A., Local 1-217	Wood	650
	Administrative Support Component, B.C.G.E.U.	Miscellaneous Services	7223

MAJOR COLLECTIVE AGREEMENTS, COVERING 500 OR MORE EMPLOYEES, EXPIRING IN 1975 (Cont.)

	UNION	INDUSTRY	EMPLOYEES COVERED
JULY	Maintenance of Way Employees, Locals 221, 215, & 252	Transportation	1057
	Food & Associated Services Union	Miscellaneous Services	1000
AUGUST	I.W.A., Local 1-424	Wood	600
SEPTEMBER	B.C. Government Employees Union (Master)	Miscellaneous Services	25000
	Hospital & Allied Services Component, Local 2	Miscellaneous Services	4068
	W.C.B. Employees	Miscellaneous Services	1200
	P.S.A.C. (General Services) Supervisory & Non-Supervisory	Miscellaneous Services	1131
	B.C.G.E.U. Marine Services, General	Transportation	2621
	Merchant Service Guild	Transportation	1050
	Railway Transport & General Workers & Seafarers	Transportation	650
	Assn. of Univ. & College Employees, Local 1	Education	1200
	I.W.A. Local 1-424	Wood	1000
OCTOBER	Canadian Aluminum Smelter & Allied Workers, Local 1	Metals	1950
	Machinists, Local 692	Machinery	743
NOVEMBER	P.S.A.C. Clerical & Regulatory Group	Miscellaneous Services	3721
DECEMBER	B.C. Teachers Federation	Education	23500
	Hospital Employees, Local 180	Miscellaneous Services	8300
	Registered Nurses	Miscellaneous Services	6000
	P.S.A.C. Program Administration	Miscellaneous Services	1926
	Health Sciences Association	Miscellaneous Services	1400
	C.U.P.E., 6 Locals	Municipal	5500
	Municipal & Regional Employees, Local 15	Municipal	1800
	C.U.P.E., Local 1004	Municipal	1500
	Vancouver Policeman's Union, Local 1	Municipal	814
	Teamsters (Master Freight & Cartage), Local 213	Transportation	5500
	Mine Workers, Local 7292	Mining	1300
	Teamsters, Local 213	Miscellaneous Manufacturing	1300

UNION WAGE AND SALARY RATES IN BRITISH COLUMBIA

*Source: Labour Research Bulletin, Monthly
Research and Planning Branch
British Columbia Department of Labour*

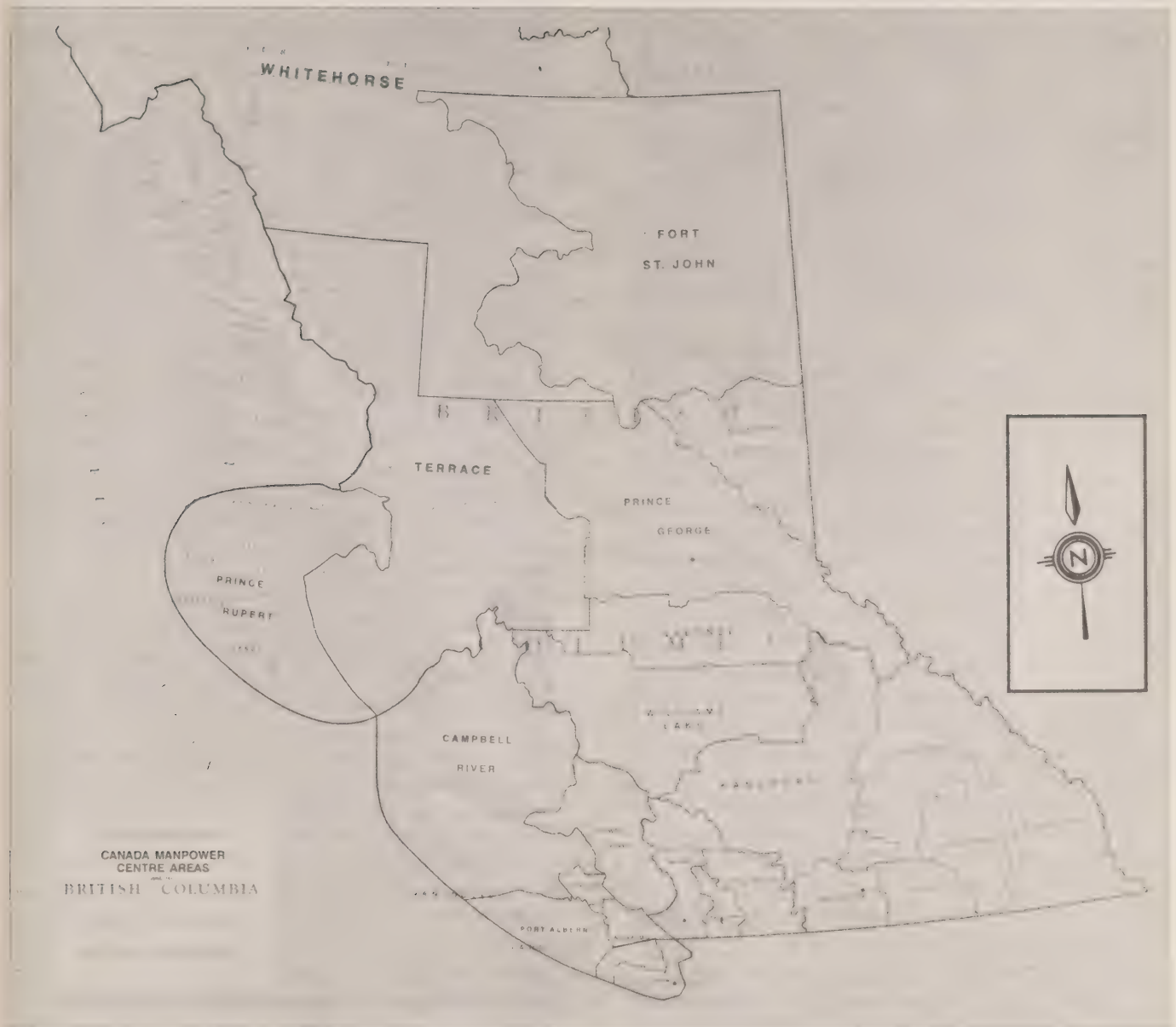
Present wages listed are representative of the industry as of March 1st, 1975.
They are extracted from bulletins up to and including the November 1974 issue.

Occupation	Industry	Present Wages
Clerk-Typist	Food and Beverage Manufacturing	\$755/mo
	Printing, Publishing Manufacturing	589
	Machinery Manufacturing	500
	Transportation Equipment Manufacturing	528
	Miscellaneous Manufacturing	570-710
	Utilities	595
	Trade	705
	Education	630-705
	Miscellaneous Services	631
Warehouseman	Wood Products Manufacturing	\$4.55/hr
	Electrical Products Manufacturing	5.21
	Utilities	4.75
	Trade	4.75-5.75
Mail Clerk	Wood Products Manufacturing	\$540-580/mo
	Trade	450-540
	Education	835
Cook	Fishing	\$844/mo
	Transportation	874
	Personal Services	735-780
Janitor	Food and Beverage Manufacturing	\$3.35/hr
	Transportation Equipment Manufacturing	5.40
	Transportation	4.70
	Trade	3.00-4.80
	Education	4.68
	Miscellaneous Services (female)	3.10
Tool and Die Maker	Metal Fabricating	\$5.57/hr
	Machinery Manufacturing	6.53
	Transportation Equipment Manufacturing	6.70-7.20
Machinist	Food and Beverage Manufacturing	\$6.00/hr
	Metal Fabricating	5.81-6.35
	Machinery Manufacturing	6.35
	Electrical Products Manufacturing	7.10
	Miscellaneous Manufacturing	5.74
	Construction	8.60

UNION WAGE AND SALARY RATES IN BRITISH COLUMBIA (Cont.)

Occupation	Industry	Present Wage
Welder	Metal Fabricating	\$5.69-6.35/hr
	Machinery Manufacturing	7.58
	Construction	7.19-7.40
Millwright	Food and Beverage Manufacturing	\$6.59/hr
	Wood Products Manufacturing	6.95-7.50
	Metal Fabricating	7.03
	Construction	6.48
	Trade	6.00+
Electrician	Wood Products Manufacturing	\$7.50/hr
	Metal Fabricating	7.03
	Machinery Manufacturing	5.40+
	Construction	9.00-9.25
	Trade	6.50
	Education	6.94
	Miscellaneous Services	6.37
Carpenter	Construction	\$8.39/hr
	Trade	6.30+
	Education	6.94
Pipefitter	Metal Fabricating	\$7.03/hr
	Miscellaneous Manufacturing	6.47+
Plumber	Construction	\$8.56-8.83/hr
	Education	6.94+
Gasfitter	Education	\$5.60+
Painter	Wood Products Manufacturing	\$5.09/hr
	Primary Metal Manufacturing	6.56
	Metal Fabricating	5.10+
	Personal Services	4.32+
Labourer	Metal Mining	\$4.16-5.10/hr
	Food and Beverage Manufacturing	4.85-5.57
	Wood Products Manufacturing	5.10-5.15
	Primary Metal Manufacturing	4.90+
	Petroleum Manufacturing	4.59
	Construction	7.12

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA:	Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon
METRO VANCOUVER AREA:	Abbotsford, Chilliwack, Vancouver Metro
NORTH CENTRAL AREA:	Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake
VANCOUVER ISLAND AREA:	Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER:	Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria
KAMLOOPS:	Dawson Creek, Kamloops, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

Summary

Growth of employment in the Metro Vancouver Area outpaced expansion in the rest of the province during 1974. Much of this strength can be attributed to the diversified industrial structure of the Metro Area economy. Layoffs in the primary industries and in related manufacturing had a much smaller impact in the Metro Area than in the areas where these sectors dominate local economies. However, by the end of the year weaknesses were apparent in supporting service industries in the Metro Area. Slower employment growth is expected for 1975 as the secondary effects of reduced activity, particularly in the forestry and mining industries, spread through the Metro Area's economy.

Labour force growth in the Metro Area also outpaced increases in the rest of the province. Much of this unusual difference also may be attributed to the industrial structure of the Metro Area. The relative strength of the area in terms of available jobs surely influenced the decisions of persons migrating to B.C. and seeking work. A very large part of labour force growth in the Metro Area during 1974 is attributed to net in-migration. Only about one quarter of the increase may be attributed to increased participation of the working age population in the area's labour market.

Slower employment growth expected in 1975 should reduce the inflows of migrants seeking work in the area, and may cause persons only marginally attached to the labour market to withdraw from active participation. These reactions to fewer employment opportunities are not, however, expected to be soon enough, or large enough, to hold unemployment at levels established in 1974. (The average unemployment rate in the Metro Area during 1974 was 5.3 per cent; the average for B.C. was 6.1 per cent).

Employment

The Metro Area's share of provincial employment grew to over 55 per cent in 1974. This growth was a marked reversal from the experience of 1973 when major expansions in the resource industries created approximately one half of the new jobs in the province. The direct impact of such growth — and of resource industry cutbacks in 1974 — are obviously concentrated in the resource producing areas. (Less than 3 per cent of Metro Area employment is in the primary industries; nearly 9 per cent of employment in the rest of the province is in agriculture, forestry, fishing, trapping and mining). Employment in the Metro Area in 1974 was adversely affected by resource industry problems when changes rippled through

the system to related service and manufacturing industries.

Operational statistics collected on the numbers of job vacancies notified to Canada Manpower Centres (CMCs) reflected the changing conditions in the Area's labour market. As illustrated in the table below, vacancies notified to Metro Area CMCs showed moderate growth over the 1973 levels for the first and second quarters. (These gains were, however, less than half as large as those recorded during the peak growth period in 1973). Minor third quarter gains reflected some weakening of

**AVERAGE NUMBER OF VACANCIES
RECEIVED DURING THE MONTH
METRO VANCOUVER AREA**

Months	1974	1973	% Change
J-F-M	7154	6721	+ 6.4
A-M-J	10139	8771	+ 10.7
J-A-S	9359	8986	+ 4.2
O-N-D	6302	7763	- 18.8
Year	8239	8060	+ 2.2

labour demand and the fourth quarter results vividly reflect the widespread slowdown associated with weak export markets and slower growth of spending by consumers.

Employment cutbacks were most noticeable in the forestry and related manufacturing industries. Layoffs started in mid-summer, and by the end of the year over 5000 jobs in the Metro Area forest industries had been eliminated. Roughly 60 per cent of these layoffs were in the sawmilling sector; 1070 were in plywood and veneer manufacturing, 230 in shake and shingle manufacturing and 670 in logging. The impact of these cutbacks on the flow of job vacancies notified to Area CMCs was largest in the fourth quarter, when vacancies for jobs in wood products manufacturing fell to one quarter of the number received in the fourth quarter of 1973.

The direct impact of these wood industry layoffs, and of the closures of two small mines, was diluted by the large employment base in the area. These primary industry layoffs represented less than 1 per cent of total employment in the Metro Area.

Any large scale improvement of employment in the wood industries depends heavily upon revival of the construction industry in the U.S. The most optimistic forecasts available show a substantial pick-up in the second or third quarter of 1975, but employment in Metro mills cannot be expected to again reach the peak levels of 1973 before 1976.

ESTIMATED INDUSTRIAL DISTRIBUTION OF EMPLOYMENT METRO VANCOUVER AREA 1974

Industry	% of Area Employment
Agriculture	1.1
Forestry	0.6
Fishing & Trapping	0.4
Mining	0.6
PRIMARY INDUSTRIES	2.6
Manufacturing	19.1
Construction	7.9
SECONDARY INDUSTRIES	27.0
Transportation, Communication & Other Utilities	7.9
Trade	19.6
Community, Business & Personal Services	28.2
Finance, Insurance & Real Estate	6.2
Public Administration	5.2
TERTIARY INDUSTRIES	70.4
ALL INDUSTRIES	100.0

Source: E.A.F.B. Pacific Region

Forest and mining industry problems were cited as factors behind layoffs at two plants manufacturing heavy trucks and trailers. By year-end, marked declines in numbers of vacancies notified to Manpower Centres were noted in the machinery and metal fabricating sectors as well in transportation equipment manufacturing. Each of these sectors had shown strong employment growth through the first half of the year.

Construction employment showed similar strength during the first half of 1974, although activity was reduced by strikes during the second quarter. By the fourth quarter, the number of vacancies notified to Metro Area CMCs by the construction industry had dropped to less than 60 per cent of the number notified during the fourth quarter of 1973. Preliminary estimates of the value of building permits issued in 1974 show reductions for Vancouver city, North Vancouver, Delta and Langley. Most of the other municipalities in the Metro Area recorded gains, principally in permits for residential construction. As indicated in the following table, value of building permits issued in 1974 showed gains over 1973 only in industrial construction.

VALUE OF BUILDING PERMITS (1) METRO VANCOUVER MANAGEMENT AREA

	1973 \$ millions	1974 \$ millions	% Change
Residential Construction	374	392	— 4.5
Commercial Construction	122	142	— 14.4
Institutional Construction	57	65	— 12.9
Industrial Construction	98	79	+ 24.0

(1) Preliminary estimates for 1974

The changes indicated in the preceding table reflect the dollar value of permits issued. Inclusion of a price deflator would make the cutbacks much more pronounced, and would reduce the increase industrial construction to less than 10 per cent. (During the first nine months of 1974, the residential building construction input price indices for B.C. increased by 9.8 per cent over the indices for January to September 1973. The input prices for non-residential construction increased nearly twice as much. A large part of both increases is attributed to wage gains; union wages for major construction trades in the Vancouver area were nearly 18 per cent above the 1973 average by the third quarter of 1974. Material costs, which had increased significantly earlier in the year, showed small declines in August and September.)

Service sector employment, like employment in manufacturing and construction, showed considerable weakening in the fourth quarter, after a period of strong growth. Vacancies notified by the trade sector dropped by 36 per cent from the fourth quarter of 1973, the transportation, communications and utilities sector vacancies were down 31 per cent, and community, business and personal service vacancies were down 26 per cent.

Employment growth in the trade sector was restricted by slower growth of consumer expenditures. Department store sales in Vancouver were up by 17 per cent over the 1973 sales for January to October, but year to year gains were diminishing by the fourth quarter. Unit gains in sales were, of course, much smaller, as growing dollar volumes included price increases. (The consumer price index for Vancouver rose by over 14 per cent during 1974.)

Employment in 1975 in the trade sector, and in the other service sectors, cannot be expected to grow at the rates established during the buoyant economic conditions of 1973 and early 1974. These sectors will, however, remain the principal industrial sources of new jobs in the Metro area. Mild expansion will be supported by anticipated

easing of credit restrictions, continued expansion of tourist and convention facilities, and population growth. Recovery of economics in our export market areas may also support Metro area service sector employment late in 1975.

During the early part of 1974 employment increases in the Metro area outpaced expansion of the labour force. By the fourth quarter the pattern reversed; excess supplies of labour grew, and occupational shortages diminished sharply.

QUARTERLY AVERAGES OF UNEMPLOYMENT RATES METRO VANCOUVER AND B.C.

	Metro		B.C.
	1974	1973	1974
First Quarter	5.7	8.7	6.5
Second Quarter	5.1	6.4	5.6
Third Quarter	4.7	5.1	5.4
Fourth Quarter	5.7	5.4	6.9
Annual Average	5.3	6.4	6.1

Source: Labour Force Survey

OCCUPATIONAL SHORTAGES METRO VANCOUVER AREA

	1974	1973
First Quarter	720	250
Second Quarter	1060	410
Third Quarter	1790	490
Fourth Quarter	670	840

E.A.F.B.

VANCOUVER ISLAND AREA

In contrast to the tremendous expansion still underway at the end of 1973, the Vancouver Island labour market was very weak in the closing months of 1974.

The summation of economic conditions on Vancouver Island during 1974 must, however, remain one showing that this year was a year of further expansion capping, even if not quite matching, the surge of 1973. The year end weakness emanates from the phasing out of this expansion, incorporating increased industrial activity generally throughout the Vancouver Island Area for well over half the year followed by sagging demand in the wood products market, where so many Vancouver Island centres have their economic base. As in so many other areas of British Columbia this situation was spreading progressively into other industrial sectors as 1974 closed; but the sustaining effect of the greatly expanded employment base and the good income levels of the first several months was remarkably strong maintaining activity in many service oriented industries right up to the year-end. The labour market for most Vancouver Island communities has to a large extent closely mirrored these economic changes. But the sequencing noted here varied somewhat, mainly in areas such as Duncan and the North of Vancouver Island where the degree of dependency on the forest industry is so much higher. In these areas the more general economic malaise was becoming apparent during the third quarter.

A major guide to the overall state of the labour market is the unemployment rate, which is given by the Statistics Canada Labour Force Survey for Vancouver Island and which is a good approximation for the whole of our Vancouver Island Area. On average in 1974 unemployment increased from the low levels, for Vancouver Island, of 6.0 per cent in 1973 up to 6.8 per cent of the labour force. This annual rate comparison hides major differences at various points during the year. The following table which gives the average unemployment rate for each quarter gives a better indication of how labour market activity swung from boom conditions at the beginning of the year to the very quiet situation at year-end.

UNEMPLOYMENT RATES Vancouver Island Area

Average for:	1972	1973	1974
1st Quarter		7.2	6.5
2nd Quarter		6.3	6.4
3rd Quarter		4.9	6.1
4th Quarter	6.5	6.1	8.1

This measure of unemployment should not be read out of the context of labour force changes. The Labour Force Survey measure of labour market participation, which

is the proportion of working age persons who are active as employed persons or who are looking for work, also illustrates the phasing of employment or economic changes over this year.

PARTICIPATION RATES Vancouver Island Area

Average for:	1972	1973	1974
1st Quarter	52.0	54.5	54.3
2nd Quarter	52.7	55.5	56.9
3rd Quarter	51.0	56.6	57.7
4th Quarter	52.6	55.1	55.7

As can be seen from the table there has been continued growth in the active involvement of the population in the labour market, which is a sign of expanding employment conditions but the year to year change, by the final quarter of 1974, looks slight when compared with the previous year's experience. This much smaller increase in labour force participation also emphasizes the heavy increase in the unemployment rate for this latest quarter, as it suggests that the additions to the unemployed are not merely new and inexperienced labour force members but includes some more established workers.

There is one further measure of overall labour market activity available from the records of the Area's Manpower Centres. The number of vacancies that are made available to local labour markets through employer's listings with each Manpower Centre gives a good indication as to how available jobs are in each labour market.

VACANCIES NOTIFIED TO MANPOWER CENTRES Vancouver Island Area

Total for:	1972	1973	1974
1st Quarter	8,000	8,200	
2nd Quarter	9,600	12,700	
3rd Quarter	8,300	9,300	
4th Quarter	4,200	6,000	5,300

The slow final quarter picture already developed by our other measures is further reiterated by the considerable fall-off in job availability during this period.

The weakness of the wood products market has already been mentioned. This weakness has had a direct translation onto the labour market through the lay-offs that have taken place in virtually every mill on Vancouver Island; the availability of even replacement jobs in this sector shrank drastically during the final quarter of 1974 to just over 70 vacancies notified to Manpower Centres from close to 500 at the peak time of the second quarter of this year.

Logging employment however has managed to escape the lay-off trend that could have been expected to spill over from the sawmills. Apart from some geographic areas, most logging divisions have maintained fairly stable work forces except for a slightly longer-than-usual downtime over Christmas. The support for this level of logging activity came from the pulp and paper sector which was operating against a strong market background throughout 1974.

And as many Vancouver Island communities do have both wood products manufacturing and pulp mills to provide industrial employment the sagging effect of lay-offs in sawmills was ameliorated somewhat by the sustained and in some cases growing employment base of the pulp and paper operations. The market situation of both these major industrial sectors has been discussed extensively in the press. It appears most likely for Vancouver Island, operating against this external situation, that employment in the pulp and paper sector will be maintained at good levels into 1975 and that a turn-around of the lay-off pattern in the Island sawmills will show up in early 1975, although the high employment levels of this sector will not be matched again until after this next year.

A major contributor to the overall growth that occurred in 1974 was the construction industry; this sector also suffered from the phasing of activity over the year as residential construction, which started the year at extremely high levels, responded by year-end to curtailed mortgage funds and the high rate of interest. The Victoria metropolitan area, where the impetus for further residential development remained really strong, illustrates this change that occurred over the year. At the end of November, 1974 only 1894 housing units were under construction there, which compares with 3474 a year earlier.

Other construction activity during the year included further extensive commercial developments in most Vancouver Island centres and a heavy work load of renovations and alterations for Provincial Government offices in Victoria. Carrying over into 1975 are several commercial or office projects largely in Nanaimo and Victoria, and amongst other projects which will maintain good work forces are the major pollution control and renovation programmes at the Port Alice and Powell River pulp mills which employ over 200 workers on each and will feed quite substantial demands on the service sectors in these areas over the coming year. Another project to note, although the direct employment effects are slight, is the extension of the major highway system to Port Hardy. The final phase will probably be let to contract early in 1975 and the benefits of easier access will start showing in the following year. These projects and a mid-to-late 1975 build-up of residential construction are expected to provide a major input to the economy in the coming year.

In general the service oriented industries were able to maintain fairly expansionary employment conditions up till the end of 1974; although some retrenching was be-

ginning to show at the time. The concentration of so much of this sector's employment in the Victoria area will have stabilized the situation to some extent as the Victoria labour market has not been as adversely affected as many other areas.

The extensive government presence in Victoria, with some still considerable expansions of the civil service feeding into the area economy during 1974 has placed Victoria in a favourable position for the next few months. Even with an anticipated slow-down in hirings in the Provincial Civil Service, the consumer income support of potential wage increases of 25 per cent to 40 per cent in this year, will enable some further growth of the service base.

In common with the phasing of employment conditions during this last year the reports from Manpower Centres of occupations in which there is a shortage of qualified workers also shows a reduction of shortages at the end of

1974 from the higher levels of spring. Even at a time of slow economic conditions, there are still some shortages of qualified trades persons; millwrights, logging equipment mechanics, automobile mechanics and electricians remained on the list in December. And as construction activity picks up in the new year, a few shortages are expected to develop in the construction trades.

By ending 1974 on a weak note the Vancouver Island Area labour market is setting the conditions for the early part of 1975. During the first few months of 1975 unemployment is expected to be somewhat higher and job availability will decline even more. But the Area economy still has potential for some growth during this coming year. Given the very extensive employment growth that has already taken place in the previous two years the labour market is expected to show a much more vigorous stance by mid-year.

OKANAGAN-KOOTENAY AREA

Severely depressed conditions in the important forest industries which developed during the late summer and fall curtailed overall economic and employment activity in the Okanagan-Kootenay area during 1974. Slackening demand for mobile homes and trailers towards year-end also induced cutbacks in both production and employment levels at Southern Okanagan plants. A lengthy strike at Cominco operations in the Kootenays and work stoppages in the construction industry further dampened

activity during the third quarter of the current year. However, a record tourist season, and the strong resurgence in construction which had developed by fall, partially cushioned the effects of the downturn in logging, lumber, plywood, veneer and transportation equipment manufacturing.

Key indicators, noted below, attest to the marked slow-down which occurred during 1974, in the wake of a record year in 1973, and a reasonably strong first and second quarter performance in 1974.

ECONOMIC AND EMPLOYMENT INDICATORS OKANAGAN-KOOTENAY AREA 1973, 1974

		January-June	July-December	Total Year
Vacancies Listed By Employers at Area Manpower Centres	1973	21 291	28 346	49 673
	1974	21 532	24 373	45 905
Timber Scale, million cubic feet (1)	1973	219.7	332.5	552.2
	1974	183.2	240.0	423.2
Carload Lumber Shipments, million board feet (1)	1973	1 023.7	* 728.0	**1 751.7
	1974	1 009.7	* 620.4	**1 630.1
Building Permits, Value (2) Non-Residential (\$ million)	1973	33 298	43 055	76 353
	1974	34 185	59 272	93 457
Residential (\$ million)	1973	58 043	55 163	113 206
	1974	80 454	62 429	142 883
Number Dwelling Unit Starts (2)	1973	3 593	2 901	6 494
	1974	3 654	2 624	6 278

* July-November

** January-November

(1) Source: B.C. Forest Service

(2) Source: Monthly Building Reports Cities & Regional Districts (Full year); Building Permits, Catalogue #64-001, Stats. Can. for smaller organized areas, covering period January-October.

Vacancies placed by employers at Area manpower centres during the first half of 1974 were on a par with the same period in 1973, but subsequently failed to keep pace during the remaining months of the year. Likewise, over seventy per cent of the reduction in the 1974 timber scale, down almost one quarter from the previous year, was recorded during the last six months of the year. Similarly, all but 14 million of the 122 million board foot drop in Southern Interior carload lumber shipments between January and November occurred during the July to November period. Dwelling units started during the last half of 1974 were also below the level of the comparable period in 1973. However, in contrast, the reverse situation prevailed in non-residential construction, possibly attributed in part to the slowdown caused by work stoppages during the first half of 1974 which subsequently created a surge of activity during the final half of the year.

Forest, mining and agricultural based industries, construction and the more important service sector, particularly retail trade, education, health, accommodation, food and personal services and the transportation-communication and utilities sub-sectors will continue to provide the main source of strength to the District's economy during the next three years. A continued high level of activity in construction, especially in the residential, institutional and hydro-electric sub-sectors, and a major expansion of shopping centre facilities at Kamloops, Cranbrook and the Okanagan cities should highlight developments in this area during the next few years. Commencement of construction, tentatively planned for 1975-76, on large recreational-residential projects at Kelowna, Vernon, Penticton and Kamloops will add further strength to the economy of these centres.

Expansion in the Area's economy during the next three years is expected to be sufficient to sustain a population growth rate in excess of 3.5 per cent per year, and generate an annual increase in employment approximating five per cent annually, being somewhat below average in 1975, then accelerating during 1976 and 1977, contingent of course on the expected recovery in the forest oriented industries. Although the very rapid growth of the Area's labour force which has prevailed over the past few years should moderate during the forecast period, it will probably continue to expand approximately on a par with employment, negating any significant reduction in the present high unemployment levels.

As indicated below, employment in community, business and personal services, dominated by the educational, health and hospitality sub-sectors, will spearhead expansion of employment during the next three years. Significant employment growth also is expected to develop in trade, manufacturing, construction and in transportation, communication and utilities.

EMPLOYMENT ESTIMATES BY INDUSTRY OKANAGAN-KOOTENAY AREA 1974, 1977

	June 1, 1974	June 1, 1977	Growth 1974-77
Agriculture	7 350	7 350	—
Forestry			
Agriculture	7 350	7 350	—
Forestry	6 225	6 975	750
Fishing & Trapping	50	50	—
Mining	7 900	8 225	325
Manufacturing	24 425	27 450	3 025
Construction	12 800	15 575	2 775
Transportation, Communi- cation and Utilities	14 700	17 225	2 525
Trade	24 375	29 350	4 975
Finance, Insurance & Real Estate	4 675	5 725	1 050
Community, Business & Personal Services	36 100	42 825	6 725
Public Administration	7 750	9 025	1 275
Unclassified	12 950	15 525	2 575
Total, All Industries	159 300	185 300	26 000

A brief review of the more important Okanagan-Kootenay industries, highlighting employment activity during 1974 and the outlook for the next one to three year period follows.

As in past years, harvesting, packing and processing of Okanagan tree fruits provided the main source of employment in the agriculturally oriented sub-sectors. Vacancies placed by growers at seasonal farm labour offices totalled 9,209 during 1974, down slightly from 9,540 in the previous year. Preliminary estimates for 1975, prepared by the provincial department of agriculture, project a forty per cent tonnage increase in the dominant apple crop, manpower requirements for both seasonal farm labour and for packing house and cannery workers therefore should expand during 1975. Ranching and dairying, employment levels should remain relatively stable for the next few years.

Although some closures and staff reductions occurred in the mining industry during 1974, opening of several small operations and further expansion by Kaiser Resources and Fording Coal was sufficient to maintain the Okanagan-Kootenay work force at approximately the same level as in 1973. Further expansion of hydraulic coal mining planned for the Crowsnest area of south-eastern B.C. will spearhead growth in this sector during the next few years. Possible re-opening of the Alwin property near Ashcroft and the Bralorne operation west of Lillooet may also proceed by 1976.

Sharply reduced demand for lumber which developed during the last half of 1974 substantially curtailed log

production in the Okanagan-Kootenay Area. By year-end over 800 of the 7,000-man woods work force had been laid off. No significant upturn is likely to develop until after the annual spring breakup period in 1975. A major expansion of wood processing facilities at government owned plants located at Castlegar and Nelson and construction of a new sawmill near Clinton should increase timber requirements by 1977 and create several hundred more jobs for loggers, primarily in the vicinity of Nelson, Castlegar and the Southern Cariboo.

A severe slump in the U.S. lumber market, which absorbs approximately 80 per cent of the Southern Interior output, sharply curtailed production during the fall of 1974. By year-end over 30 per cent of the Area's 10,000 sawmill employees had been laid off. In addition, approximately 250 of an estimated 1,400 plywood and veneer plant work force had been idled. Substantial cutbacks in production also developed during the last quarter of 1974 at mobile home and trailer manufacturing plants located in the Southern Okanagan which further reduced manufacturing payrolls by approximately 200 employees.

Proposals for a multi-million dollar expansion program of the provincially owned Canadian Cellulose pulp and sawmill complex in the West Kootenays and for a new sawmill at Clinton set the pace for employment growth in the woods manufacturing sub-sector during the next few years. Substantial growth in the work force of mobile home and trailer plants and commencement of full scale production at a major food processing plant at Creston will highlight expansion of the work force in other manufacturing classifications.

A significant increase in activity at the Mica and Kootenay Canal hydro projects which developed during the second and third quarters of 1974, adding over 700 workers to company payrolls, provided the main stimulus to employment in the construction sector during the past year. The monthly work force at Mica Creek averaged close to 1,500 in 1974, up more than 500 over 1973. At the Kootenay Canal site, average monthly employment rose to just over 700 in the current year compared to only 600 in 1973. Continued strength in residential, commercial and institutional construction also prevailed during 1974, partially interrupted by work stoppages at union projects during the second quarter of the year.

Continued strength in the above noted sub-sectors should persist during 1975, and possibly accelerate during the subsequent years, spearheaded by increased activity on hydro and related developments. Initial hiring for the "Seven Mile" project on the Pend-d'Oreille River, south of Trail, should get underway during 1975 peaking at 150 by year-end, then building up to 750 by mid-1977. Shopping centre and hotel developments concentrated at Kamloops, Cranbrook and the Okanagan cities, will highlight activity in the commercial sector. Major expansion of health care and educational facilities are also planned for the next few years.

In spite of the downturn in the key forest oriented industries, employment activity in the tertiary sectors was almost on a par with the record levels of 1973. As indicated below, vacancies placed by employers for workers at the Area's manpower centres held up very well in 1974.

**VACANCIES NOTIFIED TO
MANPOWER CENTRES
TERTIARY INDUSTRIES,
OKANAGAN-KOOTENAY AREA**

	1974	1973
Transportation, Communication & Utilities	1 855	1 948
Trade	4 510	4 699
Finance, Insurance & Real Estate	833	933
*Community, Business & Personal Services	11 646	11 623
Public Administration	3 652	3 807
Total, Tertiary Sectors	22 496	23 010

* Includes Personal Services, Accommodation & Food Services — 6,678 in 1973, 7,742 in 1974.

A record tourist year provided the main impetus to the sharp increase in hiring activity in the hospitality oriented sub-sectors noted above under the classification "personal services, accommodation and food services". Recruiting of additional teachers, not included in manpower operational statistics, added another 400 employees to school district payrolls in September, 1974. A significant expansion in health care and senior citizen accommodation also created several hundred more jobs for Area residents.

A continuing heavy influx of migrants into the Okanagan communities, primarily from the Prairies, and to a lesser extent from the urbanized lower mainland of B.C., is expected to provide the main stimulus to growth in the service oriented sectors during the next three years. Over 16,000 employees should be added to the Okanagan-Kootenay work force in this group, spearheaded by significant expansion in the retail trade and hospitality sub-sectors.

Projected opening of new or enlarged shopping centres at Kamloops, Cranbrook and the three Okanagan cities should provide work for over 4,000 local residents. Additional hotel and motel accommodation planned for the Area will create close to 2,000 more jobs in this sub-sector by 1978. Reduction of student-teacher ratios and continued growth of the student population should add over 500 teachers to existing staffs by 1977. Expansion of health care facilities should create about 750 jobs in hospitals alone during the next three years.

A substantial buildup in the volume of rail transportation in B.C. as forecast by company officials is expected to create a moderate expansion of the work force in this sub-sector by 1977, concentrated at Kamloops and Revelstoke and to a lesser extent at Cranbrook.

Continued buildup of telephone and hydro payrolls should add about 1,000 more employees to the District's "Communications" work force during the next three years. Further moderate gains in employment should develop in banking, real estate, business services and public administration between 1975 and 1977 to service the needs of the Okanagan-Kootenay area's fast growing population.

During the past year unemployed clients on file at Area manpower centres were concentrated in five major occupational groups, namely Clerical, Sales, Service, Processing and Construction. Other classifications with a substantial number of persons seeking work included Farming, Forestry and Logging, Transportation Equipment Operating, Product Fabricating, Assembling and Repairing. Surpluses were notably high for general office and sales clerks and for labourers in wood processing and construction occupations. Other occupations in substantial over-supply included secretaries and stenographers, typists and clerk typists, tellers and cashiers, waitresses and related, farm labourers, carpenters, fallers and buckers, chokermen and truck drivers.

Notwithstanding the downturn in economic activity which developed during the fall of 1974, month-end vacancies listed at the Area's manpower offices averaged just under 1,700 per month during the year, up almost 400 above the previous 12-month period. Unfilled demand for workers was heaviest in the following occupational groups. The number of workers per 1,000 of labour force in each category is shown in brackets to facilitate assessment of the relative strength of demand in each classification.

Vacancies in persistent shortage occupations averaged 245 per month during 1974, virtually on a par with the previous year. Shortages were predominantly in the following groups. The number per 1,000 of labour force is shown in brackets.

AVERAGE NUMBER MONTHLY VACANCIES PERSISTENT SHORTAGE OCCUPATIONS OKANAGAN-KOOTENAY AREA, 1974

Product Fabricating,		
Assembling & Repairing	76	(7.9)
Service Occupations	46	(2.2)
Machining & Related	29	(10.0)
Construction Trades	28	(1.7)
Processing Occupations	18	(1.8)
Mining & Quarrying	12	(3.8)
Medicine & Health	11	(1.8)

During the year hard-to-fill vacancies were particularly heavy for motor vehicle and heavy duty mechanics, welders, and to a lesser degree, for underground miners, ore processing labourers, hairdressers, and domestic help as well as for cooks and waitresses, especially during the tourist season.

As indicated below labour force growth to 1977 will be concentrated in clerical, sales, service and construction occupations, and to a lesser extent in the health, educational, processing, transportation equipment operating and material handling classifications, continuing the pattern which has prevailed in the Area since 1971. Some easing in demand which developed in persistent shortage occupations during the last quarter of 1974 should continue at least into the first half of 1975, thereafter gradually tightening again with the expected upsurge in economic activity projected for 1976 and 1977.

AVERAGE NUMBER MONTH-END VACANCIES OKANAGAN-KOOTENAY AREA, 1974

Service Occupations	436	(20.5)
Construction Trades	287	(17.0)
Product Fabricating,		
Assembling & Repairing	181	(18.8)
Clerical & Related	147	(7.3)
Processing Occupations	98	(9.9)
Sales Occupations	93	(5.7)
Machining & Related	56	(19.3)
Forestry & Logging	48	(9.5)
Farming & Related	46	(5.5)
Medicine & Health	43	(7.2)
Mining & Quarrying	40	(12.7)
Transportation Equipment Operating	38	(4.6)
Managerial, Administrative &		
Related	30	(6.8)

LABOUR FORCE ESTIMATES (1) BY MAJOR OCCUPATIONAL GROUP OKANAGAN-KOOTENAY AREA

	1974	1977	Growth
Managerial, Administrative			
& Related	4 410	5 170	760
Science, Engineering & Related ...	3 820	4 440	620
Social Sciences, Religion	1 240	1 410	170
Teaching & Related	5 945	7 055	1 110
Medicine & Health	5 970	7 100	1 130
Artistic & Recreational	1 125	1 330	205
Clerical & Related	20 095	23 610	3 515
Sales	16 380	19 595	3 215

Service	21 250	25 270	4 020
Farming & Related	8 390	8 390	—
Forestry & Fishing	5 040	5 630	590
Mining & Quarrying	3 145	3 275	130
Processing	9 905	11 170	1 265
Machining & Related	2 895	3 340	445
Product Fabricating, Assembling & Repairing	9 610	11 040	1 430
Construction Trades	16 870	20 150	3 280
Transportation Equipment Operating	8 290	9 815	1 525
Material Handling & Related	6 850	7 945	1 095
Other Crafts & Equipment Operating	1 640	1 900	260
Occupations not Classified	20 280	23 765	3 485
	173 150	201 400	28 250

(1) Includes employed and unemployed.

NORTH-CENTRAL AREA

Mid-year 1974 featured an end to a period of some two and a half years of strong economic expansion in the North-Central area. Softnesses in wood products and metal markets due to difficulties in the economies of Canada's major trading partners are the principal causes for the turnaround. Domestic fiscal policies have also had an adverse impact in the mining and oil and gas areas, although the situation in the latter case is at least partially resolved at the time of writing. Canadian monetary and interest rate policies have had a very deleterious impact on residential construction in the Area. The areas of sustained activity have been the pulp industry and, to some degree with "catch-up" expansion trade and public service employment.

Operations of Canada Manpower reflected the general easing of labour demand. Vacancies notified by employers declined from 1973, due to a fade-off in the last quarter of the year. Placements were up slightly from 1973 levels due to a high number in the third quarter and only slightly decreased volumes in the other quarters. Client registrations were up significantly in the last three quarters of the year. These figures are in Table I.

TABLE I
NORTH-CENTRAL
OPERATIONS BY QUARTER
1973 & 1974

		First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Vacancies	1973	2 129	3 234	3 016	2 163
	1974	2 130	3 168	3 003	1 789
Placements (incl. Transfers Out)	1973	1 668	2 373	2 134	1 744
	1974	1 583	2 310	2 464	1 618
Client Registrations	1973	8 473	7 390	5 576	7 328
	1974	8 017	10 204	8 239	11 598

The activities on a monthly average basis (excluding placements) for each CMC Area are in Table II.

TABLE II
NORTH-CENTRAL
OPERATIONS BY CMC
1973 & 1974

	Vacancies Notified		Clients Registered	
	1973	1974	1973	1974
Dawson Creek	259	232	913	1 091
Fort St. John	350	319	710	628
Prince George	901	908	2 048	2 824
Prince Rupert	242	254	869	802
Quesnel	200	156	778	1 129
Terrace	356	395	1 552	2 241
Williams Lake	327	258	322	800
Total	2 635	2 522	7 192	9 515

Job orders actually rose in Terrace and, very slightly in Prince George and Prince Rupert, but declined in Peace River and the Cariboo. Though client registrations were up generally, this was not true of Fort St. John and Prince Rupert; a significant rise in unemployed clients at Dawson Creek, large increase (35 to 45 per cent) at Prince George, Terrace, and Quesnel, and a more than doubling of unemployed clients at Williams Lake, dominated the overall picture. Care must be taken in interpreting client registrations over long periods due to procedural changes.

Vacancies and placements by industry group in Table III indicates expansion only in public administration and retail trade. In the services sector only personal services (including food and accommodation) featured more job orders; health, education, welfare and other services all contributed to declines in both vacancies and placements. There were lesser declines in vacancies for the forest industry, mining and construction, but placements rose in logging and wood products manufacturing. Curiously, the pulp industry's job orders decreased in spite of the well-known buoyant state of the industry; this may be due to reaching a peak of employment levels and/or some success in reducing turnover rates. The very slight reduction in job orders from wood products manufacturing is certainly surprising in view of the heavy lay-offs due to soft markets during the latter part of the year.

TABLE III
NORTH-CENTRAL VACANCIES & PLACEMENTS BY INDUSTRY
Monthly Averages for 1973 & 1974

	Vacancies Notified		Placements	
	1973	1974	1973	1974
Agriculture	51	49	46	36
Forestry	249	229	168	176
Fishing & Trapping	3	3	3	2
Mining	76	55	60	45
Manufacturing	452	433	322	340
Wood	287	281	202	226
Paper	71	59	52	43
All Other	94	93	68	71
Construction	327	302	266	262
Trans., Comm.,				
& Utilities	219	229	175	195
Trade	309	356	213	279
Wholesale	81	78	58	61
Retail	228	278	155	217
Finance, Insurance				
& Real Estate	62	62	40	45
Community, Business				
& Pers. Service	694	576	519	417
Education & Health				
& Welfare	99	64	81	49
Personal Services	378	401	253	282
All Other	217	111	185	87
Public Administration	193	228	167	194
TOTAL, ALL INDUSTRIES	2 635	2 522	1 979	1 991

As shown in Table IV, the rise in unemployed clients was spread over all the major occupational groups. However these increases were especially significant for transport equipment operators, material handlers, forestry, and processing occupations. The decline in registered vacancies was most important in construction occupations. Registered vacancies (unfilled job orders at month-ends) rose for clerical, sales and service occupations even though unemployed clients in these occupations were also increasing. This apparent paradox may be due to the rather low wages offered in these groups.

TABLE IV
NORTH-CENTRAL AREA
REGISTERED CLIENTS & VACANCIES
BY OCCUPATIONAL GROUP
Monthly Averages for 1973 & 1974

	Clients Registered		Vacancies Registered	
	1973	1974	1973	1974
11/37 Managerial & Technical	453	562	95	91
41/51 Clerical & Sales	1 842	2 249	185	241
61 Service	1 049	1 258	249	280
71/73 Farming, Fishing	114	125	18	24
75 Forestry	498	769	48	76
77 Mining	52	69	11	9
81/82 Processing	588	1 162	113	81
83 Machining	92	133	39	36
85 Product Fabrication & Repair	181	220	172	165
87 Construction Trades	1 278	1 412	200	103
91/93 Transp. Equipment Operating & Material Handling	308	469	62	54
95 Other crafts & Equipment Operating	33	42	10	12
99 Not Classified	137	203	16	11
100 Students	567	842	24	43
TOTAL	7 192	9 515	1 270	1 198

It is also worthwhile to focus on the Fourth Quarter situation for certain occupational groups. Table V indicates that the number of sales and service workers registered without jobs rose, while unfilled job orders in these categories declined. In view of the winter weather impact on tourism the result in service occupations is not surprising. The increase in forestry and processing occupations is due largely to the cyclical market in the lumber industry and partly to normal seasonal patterns of "freeze-up". The mining occupations, which include petroleum drilling, were affected by a complex of circumstances that included poor drilling conditions, government taxation policies, and declining metals markets. The construction trades would be expected to have an increase in unemployment due to winter conditions, but this seasonal factor is now linked to a cyclical downturn in home construction volumes.

TABLE V
NORTH-CENTRAL AREA
REGISTERED VACANCIES AND CLIENTS
SELECTED OCCUPATIONS AND QUARTERS

Registered Clients Registered Vacancies		Q IV 1974	Q III 1974	Q IV 1973	Q IV 1974	Q III 1974	Q IV 1973
51	Sales	2 394	1 717	1 659	184	351	201
61	Service	4 363	3 137	3 603	511	1 038	564
75	Forestry	3 439	1 772	1 705	67	177	157
77	Mining	226	170	141	8	24	13
81/82	Processing	5 742	2 507	2 565	107	342	414
87	Construction	5 774	2 991	3 434	181	411	423

Statistics on production and employment are not generally available for the North-Central Area. However a few highlights can be presented which indicate the general trends in various industries which are ultimately reflected in the demand for labour.

There are presently some 8 producing metal mines in the North-Central Area. Two, Churchill Copper and Boss Mountain Molybdenum, resumed production in 1974 while Bradina Joint Venture ceased operations in the latter half of 1973. 1972 employment of roughly 2,000 persons rose to some 2,600 in 1973. Preliminary indications of a very rough kind are that employment peaked at about 2,700 persons early in 1974, but by year end had

fallen back to the level of around 2,200. A prolonged strike at Endako Molybdenum involved over 400 workers directly during the Fourth Quarter. A major lay-off of some 500 workers at Granduc Operating Company in Stewart during December and January was the key reduction. This has been followed in January by a lay-off of some 60 persons at Gibraltar Mines. Further cutbacks at copper mines (Gibraltar, Granisle, Bell and Churchill) are possible in view of the world-wide copper glut, increasing provincial royalties and federal income taxes, and a possible increase in smelting and refining charges. The oil and gas sector experienced some difficulties during 1974. Table VI gives summary statistics from the provincial government and *Oilweek* magazine.

TABLE VI
PEACE RIVER AREA
PETROLEUM PRODUCTION AND EXPLORATION

Production	Jan.-Oct. 1973	Jan.-Oct. 1974	% Change
Crude Oil & Condensates (Barrels)	18 328 667	16 291 652	— 11%
Natural Gas (thousand cubic feet)	394 096 039	335 229 579	— 15%
Exploration	Jan.-Dec. 1973	Jan.-Dec. 1974	% Change
Footage Drilled	815 444	737 983	— 10%
Wells Completed	153	141	— 8%
Oil	10	7	
Gas	48	51	
Dry	95	83	

The fall-off in production volumes was due to natural difficulties in the field; employment volumes were likely the same or somewhat higher than 1973. Exploration employment was probably below the 1972 and 1973 levels of

some 450 persons, especially in view of the relatively low number of rigs active in the December and January period. Due to a resolution of differences on taxation questions between the two senior levels of government

there will likely be a resumption of drilling in February and March.

The forest industry resumed employment for some 1,100 laid-off workers in January 1975. This is due to seasonal factors coupled with the settlement of the B.C. Rail shop-craft strike. There has not as yet been any significant recovery although prices have begun to rise slightly.

For the year as a whole, the logging cut has declined as has production of lumber. Shipments (sales) have risen representing depletion of large inventories. In the January to November period the timber scale in the Prince Rupert and Prince George Forest Districts had declined some 9 per cent. From January to October lumber production fell about 6 per cent while shipments of lumber were up by 11 per cent from Central and Northern Interior Mills.

Forest Service estimates of total employment in logging and sawmilling are not yet available.

In other manufacturing the Alcan smelter at Kitimat laid off some 200 workers in January. There are indications that expansion plans for Alcan's smelters, both here and in Quebec, will be delayed by market softnesses. Pulp production is the subject of varying forecasts, with some analysts expecting a 5 per cent reduction in paper demand for 1975. When focusing on B.C. producers alone, the provincial government expects 1975 production levels to be equal to those of 1974.

The construction industry ended 1974 with a strong downturn in residential construction but with fair prospects in commercial, institutional, and engineering fields. The decline in home construction has been much more severe in the North-Central Area than it has been across the province generally.

TABLE VII
RESIDENTIAL CONSTRUCTION
JANUARY-NOVEMBER 1973 & 1974

	Starts			Completions			Underway		
	1973	1974	% Change	1973	1974	% Change	1973	1974	% Change
North-Central (6 urban centres)	2 233	1 409	-37%	1 920	1 496	-22%	1 121	930	-17%
British Columbia (19 urban centres)	24 782	22 284	-10%	24 132	24 693	+ 2%	20 225	18 474	- 9%

This may be attributable to the demand side of the housing market; the cutback in mining and lumber employment in the latter part of the year has reduced in-migration to the area and has strained family budgets. Even before the cutbacks in employment the achievement of ceiling levels in the first and second quarters would have reached the flow of in-migration and stemmed demands for new housing. However there is no doubt that the high mortgage interest rates of 1974 have had a strong bearing on the Area.

The trade, finance, and service sectors are not easy to gauge in employment terms. However, there have been expansions in retail trade capacity at Williams Lake and Prince George. Financial institutions and personal services have likely reflected the trend in the Area's major industries; continuing high levels during the first half and some construction thereafter. Community services (schools, hospitals, etc.) have been expanding employment in accord with provincial policies and the general growth of population.

The CMC's estimates of occupational shortages reflect

the picture in the general economy. Shortages reached very high levels in the third and fourth quarters of 1973 and largely maintained them through the first three quarters of 1974. In the fourth quarter they declined greatly. By far the most critical shortage in both 1973 and 1974 was product fabrication and repair. Within this group the situation was acute for motor vehicle mechanics and industrial and construction machinery repairmen (millwrights), with secondary emphasis on electrical, radio, and T.V. repairmen and also, aircraft mechanics. Needs for graduate nurses, first aid attendants, and dental hygienists kept medicine and health occupations in a general shortage situation. Such service occupations as chefs and cooks, waiters, stewards, barbers and hairdressers were significant shortages, especially in the second and third quarter. Electricians and plumbers were in strong demand among construction tradesmen. There were less severe shortage occupations in such fields as clerical, processing and machining. It should be strongly emphasized that shortages have eased dramatically during the fourth quarter in clerical, processing, and product fabrication and repair occupations.

CMC WHITEHORSE

The year 1974 was one of considerably increased operations for the Whitehorse Canada Manpower Centre. Vacancies notified by employers and CMC placements (including transfers to other locations) of workers increased by roughly a third over 1973. Vacancies registered at month-end (unfilled job orders) were up by three quarters and clients registered without employment were double their 1973 level. However, the general picture in the Yukon economy shows only modest growth of 400 persons in the labour force to a total of 10,400. The great increase in CMC activities is therefore attributable to either an increase in recorded penetration of the local labour market, or greater turnover in the stock of jobs. The latter possibility is actually contrary to observed behaviour, in the mining industry at least, during the fourth quarter.

Table I presents an annual summary of job orders received and filled, by industry groupings in 1973 and 1974.

TABLE I
WHITEHORSE CMC
VACANCIES NOTIFIED, PLACEMENTS &
TRANSFERS OUT BY INDUSTRY
Monthly Averages for 1973 & 1974

	Vacancies Notified		Placements & Transfers Out	
	1973	1974	1973	1974
Mines	56	64	43	54
Other Primary	—	1	—	1
Manufacturing	9	8	8	6
Construction	22	45	20	39
Transportation, Communication & Utilities	27	37	19	23
Trade	26	46	18	34
Wholesale	6	14	4	11
Retail	20	32	14	23
Finance, Insurance & Real Estate	6	5	5	3
Services	84	108	66	72
Health, Education & Welfare	3	4	3	3
Personal Services	49	82	33	52
All Others	32	22	30	17
Public Administration	91	120	84	109
	321	434	263	341

There was a modest increase in mining industry vacancies and placements, and stronger increase in construction, trade (especially retail), personal services, and public administration. Services to business management, recreation and amusement, and miscellaneous services such as car rentals and some types of repair shops actually declined in terms of job orders. The pattern in placements was similar. The overall increase in placements per month was noticeably less than the increase in job orders per month (78 as against 113) thus leading to an increase in vacancies registered at month ends.

The occupational picture is presented in Table II, where clients and vacancies registered (at month-ends averaged over the year) are given.

TABLE II
WHITEHORSE CMC
CLIENTS AND VACANCIES
REGISTERED BY OCCUPATION

	Clients Registered		Vacancies Registered	
	1973	1974	1973	1974
11-37 Managerial & Technical	58	95	9	9
41/51 Clerical & Sales	125	215	21	28
61 Service	109	172	40	54
71/73 Farming & Fishing	1	1	—	—
75 Forestry	1	7	—	1
77 Mining	7	17	2	4
81/82 Processing	2	6	2	2
83 Machining	5	9	4	4
85 Product Fabrication & Repair	11	34	19	24
87 Construction	167	424	8	15
91/93 Transport Equip. Operating & Material Handling	30	82	4	30
95 Other Crafts & Equip. Handling	1	5	—	1
99 Not Classified	—	—	—	—
100 Students	100	139	—	15
Total	617	1 206	109	187

Clients registered rose most dramatically in construction trades, from 167 to 424 persons registered without employment. More modest increases occurred in clerical, sales, service, transport equipment operating, students and the managerial and technical areas. Registered vacancies, or job orders unfilled at month-ends, increased noticeably for students, transport equipment operators, and service occupations, and rose modestly in construction trades and clerical and sales occupations.

During the fourth quarter the seasonal nature of the Yukon economy was evident in client registrations. Sales and service occupations, mining occupations, and especially construction trades increased client registrations relative to the third quarter. Registered vacancies declined in each of these fields, except mining occupations, reflecting the softening of demand for such workers during the winter months. The heavy increase in construction registrations reflects factors other than the December to January or March closures of such projects as the Dempster Highway, Aishihik Power Dam and Skagway-Carcross Highway, though these events are certainly involved; a work stoppage on the B.C. Rail Dease Lake extension resulted in laid-off workers seeking employment in Whitehorse.

In both 1973 and 1974 the major shortage area was product fabrication and repair, but the problems were more acute in 1974. Millwrights, heavy duty mechanics, automotive and aircraft mechanics, and construction equipment mechanics were the specific occupations in

shortage. Service occupations and transport equipment operating, more specifically cooks, waitresses, hair-dressers and truck drivers were more important shortage areas in 1974, although truck driver shortages eased by the end of the year. By late 1974 shortages were beginning to intensify in the machining group for sheet metal workers and welders and in construction trades for electricians, plumbers and pipefitters in spite of the normal seasonal slackening of demand for construction workers.

The mining industry again completed a year of high employment and dollar output values, though the physical quantities produced declined in most cases. Table III illustrates production while Table IV is concerned with employment; though it should be emphasized that the 1974 figures are early estimates by Statistics Canada.

TABLE III
PRODUCTION OF MAJOR MINERALS
YUKON TERRITORY*

(000's)

		1974	1972	1973	Change 73 to 74
Copper	lbs.	1 750	23 186	22 600	— 3%
	\$	890	14 792	17 605	+19%
Lead	lbs.	222 922	235 522	212 609	—10%
	\$	34 392	38 013	44 010	+16%
Silver	oz.	4 989	6 074	6 158	+ 1%
	\$	8 332	15 343	28 420	+85%
Zinc	lbs.	237 226	253 322	196 493	—32%
	\$	45 241	61 167	68 576	+12%
Asbestos	tons	102	101	90	—11%
	\$	13 006	13 915	22 300	+60%

* Excludes Cassiar Asbestos in Northern B.C. which is served by Whitehorse CMC.

That mine produced 109,000 tons in 1973, worth \$21 million.

That employment could rise while physical output of final metals declined could be due to lower grade ores or production inefficiencies due to shortages of key personnel such as millwrights. As indicated in Table IV, there was greater employment in mining in 1974 compared to 1973, except for the second quarter. In that period the Anvil lead-zinc mine at Faro, the largest mine in the Yukon, with 400 employees, was closed for about one month by a strike.

TABLE IV
EMPLOYMENT IN YUKON MINES
BY QUARTER

	1972	1973	1974	Change 73 to 74
First Quarter . .	1 036	1 077	1 210	+12%
Second Quarter . .	1 086	1 131	1 121	— 1%
Third Quarter . .	1 107	1 155	1 279	+11%
Fourth Quarter . .	1 103	1 166	1 286	+10%
Annual Average . .	1 083	1 132	1 224	+ 8%

The fourth quarter featured the signing of new labour contracts at the two Cassiar Asbestos mines. At Cassiar, B.C., the base rate becomes \$5.85/hour retroactive to December 1, 1974 rising to \$6.45 on December 1, 1975; for journeymen the comparable rates are \$8.14 and \$8.74 per hour. There is the added benefit of a COLA clause, as well as other fringe benefits. At Clinton Creek the new rates become effective in January 1975 and 1976, and allows 6c more per hour for base rate employees and 7c less per hour for journeymen than will the new Cassiar B.C. contract. There will be no improvements in the dental or pension plan, but there is the provision of 1 week's severance pay for each year of service in the event of a mine closure in view of the fact that the mine has only 6 years left to operate. In view of the high turnover characteristic of northern mines it is questionable whether many employees will actually be eligible for such pay.

Mining exploration in the Yukon is likely to experience an upturn in 1975 over 1974. \$10 million were spent in 1972, rising to \$15 million in 1973 and slackening somewhat to \$12 million last year; \$18 million is the intended spending for 1975. This is contrary to the expectations of some spokesmen, who had expressed concern that the heavier tax load on the industry in most of the provinces would cause mining companies to cut back on exploration in the territories due to general restrictions in cash flow.

Employment in five existing Yukon mines likely achieved its peak in 1974. Until some new operations are opened, the present level of 1,250 to 1,300 jobs appears to be the employment ceiling. Falling copper prices and increasing royalties and production costs have reduced employment at Granduc's low grade copper mine in B.C. and other low grade producers may follow suit if smelting and refining charges are raised by the Japanese purchasers of their ore-concentrates. (Gibraltar, specifically, has been mentioned.) Although Whitehorse Copper did suspend operations from June 1971 to December 1972 due to low prices and high costs, it is a higher grade operation than the B.C. operations which have been or may be affected, and there has been no public suggestion of closure during the present downturn.

Future mining developments which may come to the Territory include a copper property near Minto, a zinc and lead property some 8 miles southeast of the Anvil deposit, and tungsten deposits in the McMillan Pass area. The Minto copper property is a high grade deposit (8.4 million tons averaging 1.8 per cent copper) whose development will have to await a recovery of copper prices which could be a few years away. The McMillan Pass area deposits could be made economic if a \$70 million extension of the White Pass Rail line to Faro is undertaken. In the longer term picture, increasing mineral extraction and/or processing will require increased energy consumption, especially hydro-electricity for which the Northern Canada Power Commission is now examining some four prospective sites.

The other leading sector of Yukon employment is public

administration. Data on this sector are complete for only the first quarter of 1974; indications from that period are of only slight growth relative to the first quarter of 1973. There has been a continuing shift from federal to territorial employment in the Yukon in 1973 and 1974, and for 1975 the territory has budgetted some \$61.6 million as opposed to \$46.8 million for 1974. The Department of Local Government has announced a 5 year program, valued at \$32 million, to upgrade municipal services such as water, sewer, and public recreation and transit.

Construction through 1975 will see continuing work on the Aishihik Power Project as well as the highway network. There is also an active program of building public housing, as in 1974; the emphasis is on projects in Whitehorse, Watson Lake, and Ross River which are proceeding with CMHC funding of just under \$2 million and are being administered by the Yukon Housing Corporation. Employment levels should be comparable to those achieved during 1974.

Growth in the labour force during 1975 is expected to be as strong or somewhat stronger than 1974, while employment growth is remaining modest. Growth in jobs is expected to come from the public sector and possibly from tourism, but with some rising unemployment being difficult to avoid.

COFOR: THE CANADIAN OCCUPATIONAL FORECASTING PROGRAM

OVERVIEW

The COFOR program was developed by the Department of Manpower and Immigration to provide medium term forecasts of occupational requirements in the Canadian economy. The forecasts will be updated as new survey data, new information and improvements to the forecasting model become available. Output from the COFOR program should meet many of the occupational forecast needs of federal departments, provincial governments and educational institutions. Material based on COFOR is also being used in CAREERS CANADA, a series of handbooks providing basic information on a wide range of Canadian occupations. These publications are designed for use by guidance counsellors in the school system.

The COFOR program is based on very detailed forecasts of employment in Canada and in each of the provinces. These forecasts of demand for labour in 69 industries are converted to occupational requirements, based on the known occupational structure of each industry.

The occupational forecasts generated clearly indicate that employment opportunities in British Columbia are, and will continue to be, very heavily concentrated in a small number of the occupations. Fully 60% of the new jobs forecast to 1980 will fall into only 50 occupations. (See the table following).

The program has now yielded forecasts of employment in nearly five hundred occupations in 69 industries in each of the 10 provinces for the period to 1980.

Estimates of changes in occupational demand are available both for demands arising from employment growth (or contraction) and for the demands arising from replacement needs as workers die, quit or retire. The initial emphasis of the COFOR program has been on estimation of demand for labour by occupation, but work is proceeding to develop complementary occupational supply forecasts.

Preliminary results from COFOR show that: 60% of the new jobs forecast to appear in B.C. by 1980 will be concentrated in 10% of the 498 occupational groups in the labour market. The top 50 occupations in terms of new jobs expected are ranked as follows:

USES OF OCCUPATIONAL FORECASTS

The need for such detailed forecasts is apparent in the daily operations of Department of Manpower and Immigration. In the course of a single day, officers of the department may be required to:

- advise an employer or an industry group on the availability of workers for a new or existing operation;
- counsel a job-seeker in an obsolete occupation about his prospects in other lines of work;
- determine whether a person wanting to immigrate has a sufficient chance of establishing himself in the Canadian labour market;
- discuss occupational opportunities with students;
- move a job-seeker to a location where his chances of rewarding employment are enhanced;
- negotiate with a province for the provision, a year later, of occupational training which will meet manpower needs of the province and which will improve individuals' prospects for long run employment;
- negotiate with an employer a contract for the provision of pre-employment or on-the-job training for present or potential workers in his establishment;
- enter into a Manpower Adjustment agreement with an employer faced with technological change which might otherwise result in layoffs.

The forecasts provided by the COFOR program can support departmental operations in the representative tasks listed above, and thereby aid both employers and persons seeking employment or planning careers. Demands for this type of information have been growing since the 1960's when bottlenecks caused by occupational shortages first became widespread. Additional impetus arose when excess supplies of highly qualified manpower became apparent in the late 1960's and early 1970's as members of the post war "baby boom" graduated from university and entered the labour market. These two developments generated demands by government, educators, and individuals for better information about future occupational prospects.

Employers, too, now demand more — and more specific — occupational information. These demands arise, in part, because more employers and associations are beginning to do manpower planning; in part because labour legislation and collective bargaining practices are putting a premium on foresight; and in part because of the combination of relatively high general unemployment and of specific occupational bottlenecks.

Code	Occupational Title	Forecast New Jobs	Employment Change % of All New Jobs
4111	Secretaries and stenographers	6,500	3.8
5130	Supervisors: Sales occupations:		
	commodities	5,600	3.3
4131	Bookkeepers	5,400	3.2
6191	Janitors	5,000	2.9
5137	Sales Clerks: commodities	4,900	2.9
6125	Waiters, hostesses and stewards,		
	food and beverage	4,400	2.6
9175	Truck drivers	3,600	2.1
1171	Accountants, auditors, and other		
	financial officers	3,200	1.9
4133	Tellers and cashiers	3,000	1.8
6121	Chefs and cooks	2,700	1.6
4113	Typists and clerk-typists	2,500	1.5
6130	Supervisors, occupations in logging		
	and other accommodation	2,400	1.5
4197	General office clerks	2,200	1.3
8581	Motor vehicle mechanics and		
	repairmen	2,100	1.3
4171	Receptionists and information		
	clerks	2,000	1.3
2731	Elementary and kindergarten		
	teachers	2,000	1.2
4199	Other clerical and related, n.e.c.	2,000	1.2
8781	Carpenters	2,000	1.2
6198	Labouring, services	2,000	1.2
3131	Graduate nurses, except supervisors	1,900	1.2
5135	Salespersons, commodities, n.e.c.	1,900	1.2
3135	Nursing aides and orderlies	1,600	1.0
6115	Guards and watchmen	1,500	.9
2733	Secondary teachers	1,500	.9
6120	Supervisors, food and beverage		
	preparation	1,500	.9
8780	Foremen, other construction		
	trades occupations	1,400	.8
9313	Longshoremen	1,300	.8
8584	Industrial mechanics	1,300	.8
3111	Physicians and surgeons	1,300	.8
4190	Supervisors, other clerical and		
	related, n.e.c.	1,300	.8
8335	Welding and flame cutting	1,200	.8
2163	Draughtsmen	1,200	.7
5172	Real estate salespersons	1,200	.7
4155	Stock clerks	1,200	.7
7195	Nursery workers	1,100	.7
1179	Occupations in management and		
	administration, n.e.c.	1,100	.7
6149	Personal service occupations, n.e.c.	1,100	.7
4175	Telephone operators	1,000	.6
2343	Lawyers and notaries	1,000	.6
5170	Supervisors: sales occupations:		
	services	1,000	.6
8798	Labouring: other construction trades	1,000	.6
6129	Food and beverage preparation,		
	n.e.c.	1,000	.6
6112	Policemen and detectives,		
	government	1,000	.6
4153	Shipping clerks	900	.6
9315	Material handling equipment		
	operators	900	.5
2143	Civil engineers	900	.5
5145	Service station attendants	900	.5
6133	Chambermaids	900	.5
5171	Insurance salesmen	800	.5
5133	Commercial travellers	800	.5
	TOP 50 OCCUPATIONS	169,200	60.0%

FORECASTING PROBLEMS

Provision of the occupational information required was constrained, until recently, by three major problems facing forecasters.

An Occupational Classification System: The C.C.D.O.

One barrier was the lack of an adequate, consistent means of describing occupations in the Canadian labour market. To overcome this problem the Department of Manpower and Immigration, jointly with Statistics Canada, undertook the development of a *Canadian Classification and Dictionary of Occupations* (CCDO). The first volume of the CCDO was completed and implemented by January 1973. Within this volume, more than 6,700 occupations are defined with reference to physical demands of the job, to education and training required, and to work performed. The 6,700 detailed occupations described are grouped into 498 occupational units. Each occupational unit includes those detailed occupations which are closely related by work performed and skills or abilities required. (For example, CCDO group 4131 — Bookkeepers and Accounting Clerks — includes 4131-110 Account - Information Clerk; 4131-114 Bookkeeper; 4131-118 Payroll Clerk; 4131-122 Billing Clerk, Utilities; and 10 other "7 digit" detailed occupations.) The COFOR program provides forecasts of employment in each of the 498 unit groups.

Occupational Data: Census; O.E.S.

A second major barrier to occupational forecasting has been the absence of detailed and timely information on the existing occupational structure of the Canadian economy. Until 1974, results from the 1961 census were the principal source of fairly comprehensive information about the Canadian labour market. This information was almost hopelessly out of date when the demands for occupational information was based on an occupational classification system that was not directly comparable with the other classification system (the American Dictionary of Occupational Titles — D.O.T.) in common use in the 1960's. In 1973, detailed information on the occupational composition of the Canadian labour market became available from *CENSUS 1971*. All of this new information is grouped according to the CCDO classification system. The first COFOR program results are built upon occupational information collected in Census 1971. Because this census data will also become dated, another source of occupational information has been developed; it will no longer be necessary to await another decennial census for new information.

The Department and Statistics Canada have undertaken a new survey which will provide data on the occupational distribution of employment (classified according to CCDO descriptions) by industry. This OCCUPATIONAL EMPLOYMENT SURVEY (O.E.S.) was implemented in 1973, and results will be available this year. The COFOR program will then be revised to incorporate changes in

the occupational structure of the Canadian labour market, as revealed by the O.E.S.

A Model of the Economy: CANDIDE

The Canadian Classification and Dictionary of Occupations, Census 1971 and the Occupational Employment Survey provide a consistent, tightly defined, description of the occupational profile of the Canadian labour market at particular *historic* points in time. Forecasts of changes in this profile must overcome the third basic problem — prediction of the state of the economy. This is essential because the demand for labour is *derived* from other demands; i.e. the demands for the goods and services which the labour produces.

The national COFOR program is tied to output from the *CANDIDE* (Canadian Disaggregated Interdepartmental Econometric) model of the Canadian economy. This complex simulation model of the Canadian economy can be used for forecasting purposes when factors influencing the Canadian economy are introduced. (For an overview of *CANDIDE* see the *9th Annual Review* of the Economic Council of Canada). Included in the output from *CANDIDE* is a forecast of the demand for labour by 13 major industry groups.

COFOR METHODOLOGY

Different growth rates among industries are viewed as the principal sources of change in the occupational structures of our labour market. It is, therefore, necessary to first forecast employment by industry in order to derive occupational forecasts. Furthermore, it is necessary to forecast employment in as many industry groups as possible. (If only major groups are used, reliability is lost because differential growth rates among subgroups will alter the occupational distribution within the major group.)

Industrial Employment Forecasts

The Department of Manpower and Immigration has a labour demand sub-model of the *CANDIDE* labour demand block. This sub-model forecasts labour demand in 69 industries in Canada. Methods used in the sub-model's industrial forecasts include: 1) *econometric model simulation* (results are taken directly from *CANDIDE* for forestry, agriculture, fishing and trapping, trade, finance, and public administration); 2) forecasts based on projections of the growth of *labour productivity*. This assumes that, in some industries, the rate of growth of productivity of labour remains constant over time; 3) the "*indirect production function*" approach, which takes cognizance of specific production techniques is used for estimation of labour requirements by many of the 69 industries; and 4) projected population — ration trends are used to forecast demands for labour in some of the service industries. (For example, projected student/staff ratios are used to derive the estimates of demand for

education services.) The forecasts generated by the sub-model are grouped into the broader industrial classifications output by the CANDIDE model, and the sub-model results are adjusted to agree with CANDIDE output. The national forecasts of employment in each of the 69 industries are divided among the 10 provinces on the basis of fixed census shares of industrial employment. For example, Census 1971 reported that 37.2% of Canada's employment in the primary forestry industry occurred in B.C. The allocation of the national forecasts to the provinces assumes that this share will be constant, so that B.C. will also account for 37.2% of national forestry employment in 1980.

The "provincial share" forecasts so derived are only the first stage estimates in the COFOR exercise. This method implicitly assumes that each of the 69 industries in B.C. — and in every other province — will expand (or contract) at the national average rate for the industry. Because conditions in some industries are unique in particular areas, growth paths different from the national average will appear. A second stage in the forecasting procedure has been incorporated in COFOR to pick up these provincial differences.

The regional staff of the Economic Analysis and Forecasts Branch is the focus of the "second stage" estimates of employment by industry by province. These forecasts are compared with the national outlook for each of the industries, and the sum of the 10 provinces' results are rationalized with the Canadian forecasts to produce the final industrial employment forecasts input to COFOR. (The preliminary results for B.C. which are presented here are the product of regional industrial forecasts which used the national outlook as background information. A final rationalization with forecasts for the other provinces and for Canada was not undertaken.)

The industrial forecasts of employment in B.C. generally reflect the view that the provincial economy reached a cyclical growth peak in 1974. Much slower growth is forecast for 1975, with a mild acceleration apparent by 1976. The employment growth "trough" early in the forecast period obviously limits the gains forecast for the six year period to 1980. Growth of the service sector is expected to continue to outpace expansion of primary industry in the province.

OCCUPATIONAL FORECASTS: BRITISH COLUMBIA

Once the provincial forecasts of employment by industry have been generated, conversion to forecasts of occupational requirements is relatively simple. The occupational structure of each industry is unique, and is fairly stable. Therefore, total employment in each industry is simply divided into occupational employment in the industry on the basis of the existing occupational structure within each industry. For example, Census 1971 indicated that truck drivers accounted for 16.2% of employment in the transportation industry in 1971. Thus 16.2% of forecast employment in transportation will be allocated to demand for truck drivers. If this approach is used for each occupation in each industry, industrial employment forecasts can be broken into detailed occupational forecasts for each province. The national occupational forecasts are then simply the sum of the provincial occupational outlooks.

This method relies heavily upon continued stability of the occupational mix within each industry. Reliable data is *not* currently available on any shifts in these distributions. Changes in the occupational distribution *within* industries will be measured by the Occupational Employment Survey. As more results from this survey become available, the program may be modified to capture the changes in the percentage distribution of occupations in the economy that arise from (minor) changes *within* each industry. Until more data is available, this refinement is not feasible.

It is also important to note that not all occupations can be forecast through such economic analysis. The demand for some occupations (such as teacher or doctor) is determined more by demographic factors. The Department is carrying out intensive special studies on these occupations, and on other highly qualified manpower occupations (such as physicist). Results gathered in the HIGHLY QUALIFIED MANPOWER SURVEY will be incorporated in the COFOR program in the near future. The present COFOR program generates estimates of employment by occupation which show the number of new jobs created by industrial growth. The program also provides estimates of the demand for labour created by attrition. Gross occupational requirements are simply the sum of new jobs plus these replacement needs.

Attrition estimates are based on the age and sex distribution of employment in each occupation. Life probability tables are used to estimate replacement needs arising from deaths; replacements due to retirement are related to labour force participation rates by various age groups. The preliminary estimates show that attrition will account for approximately 42% of gross occupational requirements in B.C. to 1980. Unfortunately, the estimates of attrition produced in this preliminary COFOR exercise were based on incomplete data, and are therefore somewhat suspect at the detailed occupational level.

The estimates of attrition will be much stronger when

the exercise is run again in March, using a more complete data base. The industrial forecasts input to the program will also be refined when inputs from both industry and other government groups are incorporated at that time. Subsequent revisions will be based on data available from the Occupational Employment Survey.

The forecasts of occupational demand in B.C. which are available now have already found use in program planning and for career counselling. The most recent planning process which allocated training budgets across the many courses funded under the Canada Manpower Training and the Canada Manpower Industrial Training programs used the COFOR forecasts as an integral input. The forecasts of occupational demand have also been featured in special bulletins — "Career News for Students" — which are distributed to B.C. schools as counselling aides. Seminars have also been conducted to familiarize counsellors in the Manpower Centres with the new program, and to discuss uses of the forecasts in counselling. Similar discussions have taken place with university and community college counsellors and program planners.

The COFOR forecasts for B.C., the methodology underlying the program, and the industrial forecasts input to the program, are being studied by both federal and provincial government departments in B.C., and by at least one major employers' association. Consultation with these groups should both extend the uses of the COFOR program, and lead to improvement of the industrial forecast input.

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Abbotsford	2111 McCallum Road	853-1112
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Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 — 104th Avenue	782-5877
Duncan	101 — 435 Trunk Road	748-8111
Fernie	461 Third Avenue	423-6806
Fort St. John	10071 — 101st Avenue	785-6166
Fort Nelson	P.O. Box 596, Sikinni Building	774-2727
Hope	777 Fraser Street	869-9901
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Nanaimo	75 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
Penticton	301 Main Street	492-3848
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4717-A Marine Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Federal Building, Bridge & Kinley Street	295-6951
Quesnel	346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	5633 Number 3 Road	273-6431
Smithers	P.O. Box 1028, 1090 Main Street	847-3284
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Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253

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Whitehorse	101 Federal Building	667-4238
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Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Sir William Dawson School, 951 Helmcken Street	685-0842
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

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Dawson Creek	Federal Building, 1005 — 104th Avenue	782-5877
Douglas	Via P.O. Box 28, White Rock	536-7671
Huntingdon	Huntingdon	859-5533
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	P.O. Box 58, Federal Building, 549 Columbia Street	521-6621
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Prince George	550 Victoria Street, Suite 308	562-2161
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Vancouver	Foot of Burrard Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3614
Whitehorse	101 Federal Building	667-4238

MANPOWER CONSULTATIVE SERVICES

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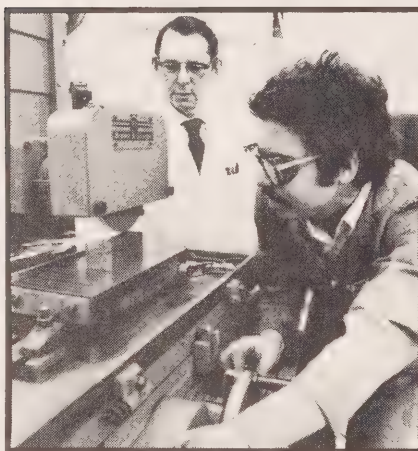
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per week per trainee for the
duration of the training plan.

You, in turn, will set up the
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and your new employees.

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COFOR: THE CANADIAN
OCCUPATIONAL FORECASTING
PROGRAM

JOB TRAINING FOR

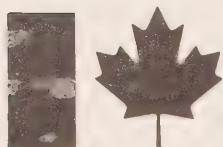
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Pacific Manpower Review

2nd quarter, 1975

**Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office**

Foreword

The **Pacific Manpower Review** is published quarterly by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

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TABLE 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA
(Estimates in 000's)

	First Quarter 1975	Fourth Quarter 1974	First Quarter 1974	% Change First Quarter 1975/1974
Actual				
Labour Force	1,079	1,073	1,013	6.5
Employed	976	999	947	3.1
Unemployed	103	74	66	56.1
Participation Rate*	58.7%	58.9%	57.6%	-
Unemployment Rate	9.6%	6.9%	6.5%	-
Seasonally Adjusted				
Labour Force	1,094	1,080	1,034	5.8
Employed	1,005	1,004	976	3.0
Unemployed	89	76	58	53.4
Participation Rate*	59.5%	59.3%	58.8%	-
Unemployment Rate	8.1%	7.0%	5.6%	-

* Labour Force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal patterns become available.

Source: *The Labour Force, Statistics Canada # 71-001*

THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

Economic activity in British Columbia has weakened considerably over the past three quarters. The level of employment dropped sharply during the first quarter of 1975 with an average loss of 23,000 jobs. Much of this extraordinary decline during the quarter is attributed to the exacerbating effect of industrial disputes in an environment of weakening demand.

While the rate of employment growth was declining, labour force growth continued relatively unabated to widen the unemployment gap. An average of 66,000 more people were in the B.C. labour force in the first quarter of 1975, compared to the same period in 1974. Between these periods, unemployment rose by 37,000 to reach the highest first quarter level since 1961. In March 1975 the actual unemployment rate for B.C. was 9.3 per cent. On a seasonally adjusted basis the unemployment rate maintained virtually a steady rise from 5.4 per cent last June to 8.4 per cent in March.

A major contributing factor to B.C.'s recent labour force growth is the substantial increase in the level of female participation that occurred in mid 1974 and held to the present. Many of the females appear to be re-entrants responding to the growing availability of jobs for women or in some cases the need to maintain family income levels. Data from the labour force survey show exceptional increases over last year, in the number of married women and women 25 years of age and over in the labour force.

Male participation rates on the other hand, are lower, indicating a discouraged worker effect, a possible result of the absolute decline in the number of jobs for males. This employment drop is most noticeable in the primary and other goods producing industries, where male employment represents a larger share of the total.

Export market weakness and the general uncertainty usually associated with a cyclical downturn, have resulted in large layoffs in forestry and mining. A slight seasonal improvement in the forest industry has developed but no signs of a strong recovery are evident. Layoffs now have spread to the manufacturing and service sectors. Industrial disputes in January and February added to the general problem, causing temporary unemployment in the transportation and other service industries associated with port operations.

Seasonal factors will produce some improvement through the summer but a strong upsurge in demand is not expected. Capital investment plans for 1975 show little, if any increase in real terms over 1974 which was a year of relatively low capital investment.

Some favourable prospects do exist. Expansion plans appear certain for two major coal mining operations. Construction activity is expected to approach last year's level with a normal seasonal increase in employment. A slightly higher seasonal employment peak than last year is expected for the hospitality industry.

In contrast to several years past, an extremely competitive labour market situation for job seekers is expected to prevail in B.C. throughout the summer and remainder of the year. Employment growth through the year should be positive but at a much lower rate than the rate achieved during the past few years.

EMPLOYMENT: REVIEW AND OUTLOOK

Total employment during the first quarter of 1975 averaged 976,000, little more than 3 per cent higher than the comparable figure for 1974. Virtually all components of B.C.'s goods producing industries showed a lower average level of employment than in 1974. Only the service industries continued to expand employment though at a much lower rate as secondary effects of resource industry cutbacks spread out. The slowing of output growth relative to employment that has occurred with this cyclical downturn has been greater than usual.

TABLE 2
EMPLOYMENT BY INDUSTRY
BRITISH COLUMBIA: QUARTERLY
AVERAGES

	1st Quarter 1975	1st Quarter 1974	Per Cent Change
Primary Industries.....	58,000	63,000	- 7.9
Manufacturing	156,000	174,000	- 10.3
Construction	65,000	75,000	- 13.3
Total Good Producing	279,000	312,000	- 10.9
Transportation, Communication & Other Utilities.....	108,000	97,000	11.3
Trade	185,000	182,000	1.6
Finance, Insurance & Real Estate	52,000	46,000	13.0
Community, Business & Personal Services.....	283,000	251,000	12.7
Public Administration	69,000	60,000	15.0
Total Service Producing.....	697,000	636,000	9.6
ALL INDUSTRIES.....	976,000	947,000	3.1

Source: Labour Force Survey

Several industrial disputes exacerbated the poor employment situation. Striking federal grain workers and longshoremen closed the major ports, thus reducing employment in the supporting transportation and other service industries. Many public services presently are curtailed because of disputes involving municipal workers. Important contracts expiring during the second quarter include fishermen, hotel and restaurant employees and retail clerks in April; airline machinists May; and most of the woodworkers and paperworkers unions in June.

A seasonal pick-up in the demand for lumber during March reduced layoffs in the forest industry by about 2,000, mostly in the North Central area of the province.

Further improvement is expected in the second quarter but not enough to regain former employment levels. Another problem for the industry emanates from the weakening demand for pulp and paper. Although lumber prices are rising some mills are having difficulty disposing of residual wood chips. So far only a few closures for short periods of time have occurred. At the end of March total employment in the forest industry was down about 12,400 from the mid 1974 peak.

Production cutbacks in copper mining have resulted in further layoffs of about 1,000 since the beginning of 1975 bringing the total employment reduction to about 1,500 from last year. Most of those laid off but interested in staying with the mining industry were placed in various jobs in other parts of Canada. Coal mining in contrast to the rest of the industry continues to expand production and employment. One new gold mine also has been brought into operation.

Reduced activity in the major resource industries has spread to the supply firms and manufacturers of equipment. Some have gone into receivership while others have significantly curtailed their scale of operation. Among the hardest hit are manufacturers of equipment for the logging industry. One new project, the B.C. Rail car building plant at Squamish has started its first production run. Of the 180 workers expected on the payroll later this year over 100 will be employees new to the company.

For the construction industry the normal winter slowdown was evident. Major projects for 1975 include two new power dams. Hiring to augment the work force on these projects is expected to take place during May and June. A few shortages including ironworkers, linemen and possibly carpenters are expected this season. Most of the employment decrease from last year reflects the low level of activity in residential construction. Housing starts in B.C. for the first two months of 1975 for example are down almost 21 per cent from a year ago in the 19 urban centres regularly enumerated. Stocks of newly completed and unoccupied dwellings are significantly greater than a year ago in these urban areas.

Although the service industries increased employment during the first quarter the actual gain was only half of that achieved the year before in the same period. Small decreases in transportation, retail trade, finance and public administration were offset by gains in community, business and personal services.

TABLE 3

CAPITAL INVESTMENT IN BRITISH COLUMBIA

(millions of dollars)

	1975	1974	
	Planned	Actual	% Change
TOTAL.....	\$5781.6	\$5224.4	+ 10.7%
Primary Industries			
& Construction.....	762.5	751.8	+ 1.4%
Manufacturing.....	807.5	738.4	+ 9.4%
Transportation, Communication			
& Misc. Utilities.....	1505.3	1254.5	+ 20.0%
Trade, Finance & Commercial..	582.2	537.4	+ 8.3%
Institutions &			
Government Depts.....	975.2	791.7	+ 23.2%
Housing.....	1148.9	1150.6	—

Source: Statistics Canada

Rising costs, lower profit margins and general uncertainty are reflected in B.C. capital investment intentions reported in the Statistics Canada annual survey completed in January. Planned capital and repair expenditures for 1975, after discounting for inflation, show little increase over last year. In the housing sector a decline is forecast. Miscellaneous utilities, which includes power dam expenditures, in 1975 show the largest percentage increase, almost 33 per cent over 1974. Other significant increases are planned for institutions, 29 per cent; communications and government departments, 21 per cent each. Of the total capital and repair expenditures planned, new construction and new machinery purchases are expected to absorb 77 per cent, about the same portion as last year. Housing still represents the largest portion of 1975 new capital expenditures (excluding repair expenditures) with a 22 per cent share, down from a 25 per cent share in 1974.

Operational statistics of the Department of Manpower and Immigration also reflect the current labour market weakness. Vacancies notified by employers to Canada Manpower Centres in the Pacific Region and placements made through those centres, have dropped significantly. The declines indicated in Table 4 follow an extended period of regular year over year gains. Vacancies notified in the first quarter of 1974, for example, increased about 30 per cent over the same period in 1973.

TABLE 4

OPERATIONAL STATISTICS

PACIFIC REGION *

QUARTERLY AVERAGES

% Change

	First Quarter 1975(p)	Fourth Quarter 1974	First Quarter 1974	First Quarter 1975/1974
Registered Clients ¹				
(MAN 757).....	102,734	79,527	69,885	47.0
Registered Vacancies ²				
(MAN 757).....	4,942	6,004	8,121	- 39.1
Placements ³				
(MAN 751).....	6,488	10,679	9,974	- 35.0
Occupational Shortages ⁴				
(OSS).....	727	1,715	1,349	- 46.1

¹ Registered clients without employment seeking full-time or part-time work (month-end).

² Registered vacancies (month-end).

³ Regular placements plus transfers out.

⁴ A vacancy which has remained unfilled for 30 days or longer.

(p) — Preliminary

* — Includes Yukon

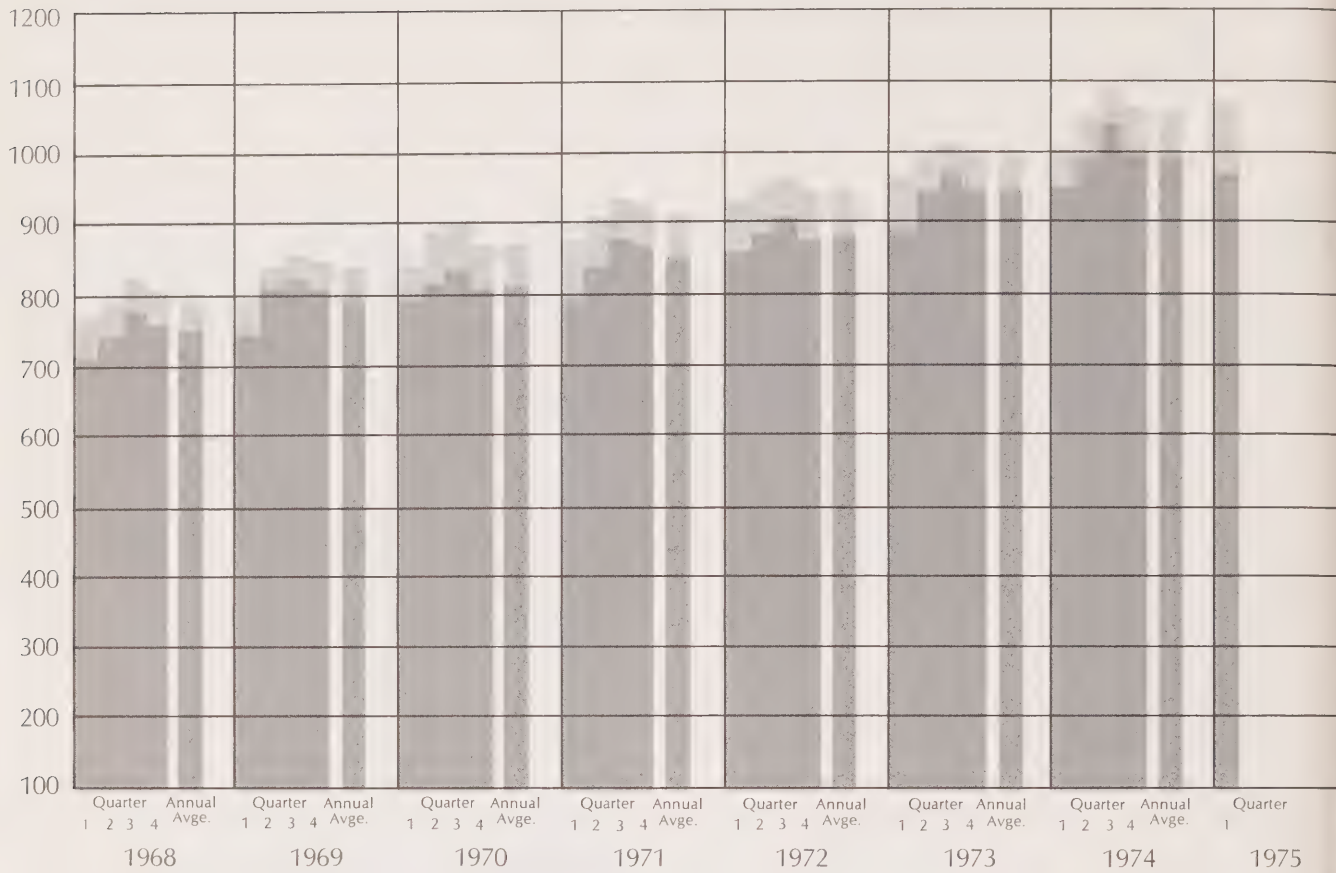
For the remainder of 1975 the overall employment outlook remains pessimistic, although there will be a seasonal improvement in the next three months. Export markets for lumber may show some recovery as a result of low lumber inventories and possibly declining mortgage interest rates in the U.S. and Canada. For copper mining and base metal development the outlook appears bleak, but coal mine development prospects are favourable. Construction employment should be maintained close to the 1974 summer level. The largest employment gains are expected in the hospitality industries with a further increase in tourism. More government emphasis on special programs planned this year should alleviate some of the difficulties that students will face in finding summer jobs, in a labour market that is now highly competitive for all job seekers.

QUARTERLY AVERAGES 1968-1975

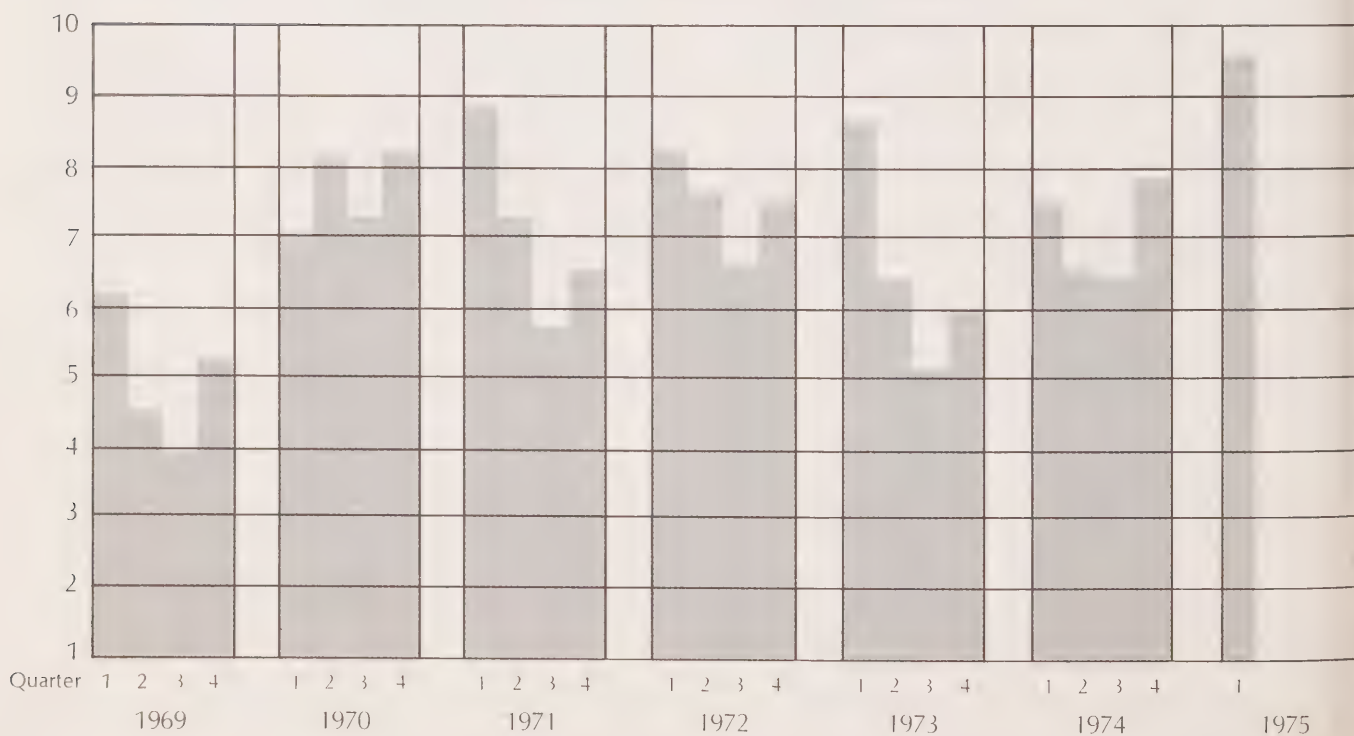
BRITISH COLUMBIA

Labour Force

Employed



QUARTERLY AVERAGE UNEMPLOYMENT RATES



LABOUR FORCE: REVIEW AND OUTLOOK

Despite a serious downturn in the rate of job creation, B.C.'s labour force continued to expand. Latest figures, for March 1975, from the Labour Force Survey show a total of 1,090,000 employed or seeking employment, an increase of 7.2 per cent from a year ago. Total employment of 988,000 in March was up only 3.3 per cent from a year ago, thus unemployment reached a record level of 101,000 for the month. On a year to year basis the female labour force showed the largest increase, 14 per cent against about 3.5 per cent for males. Seasonally adjusted, the first quarter 1975 average labour force showed a 60,000 increase from a year ago while employment gained only 29,000. Unemployment seasonally adjusted, one measure used to determine improvement or deterioration over a period of time, rose steadily from mid-1974 to a peak rate of 8.5 per cent in February, then declined slightly to 8.4 per cent in March.

TABLE 4

LABOUR FORCE AND EMPLOYMENT BY AGE GROUP BRITISH COLUMBIA 1st QUARTER 1975 AVERAGES

	000's				
	14-19	20-24	25-44	45 +	Total
Labour Force					
Male	63	89	339	206	697
Female	53	66	171	92	382
Employment					
Male	48	72	313	191	624
Female	45	57	160	90	352

Source: Labour Force Survey

Female labour force participation increased sharply in mid-1974 at about the time cutbacks in the forest industry began. Presently B.C. has the third highest female labour force participation rate in Canada next to Alberta and Ontario. With a noticeable decline in the male participation rate in the first quarter of 1975 compared to 1974, both the additional worker and discouraged worker theses seem to apply in the current situation. To support the additional worker thesis the number of married women in the labour force was up about 15 per cent from last year. The number of females aged 25 and over in the labour force increased by about 17 per cent over the year. For females aged 14

to 24 in the labour force the increase was about 15 per cent in the same period. These increases may be attributed to a number of factors such as the need to maintain income levels when one or more family members are unemployed or incomes are eroded by inflation. The availability of jobs for females also has increased significantly during the year.

A discouraged worker effect is evident from the lower participation rates for males compared to last year. This is consistent with the actual decline of employment for males compared to last year. In March 1975 there were 2,000 fewer jobs for males compared to last March. For females, employment increased by 34,000 over the comparable period. Unemployment for both males and females in March was up sharply from a year ago.

TABLE 5

UNEMPLOYMENT IN B.C. BY SEX

	1975		1974	
	Male	Female	Male	Female
January.....	75	27	50	20
February.....	76	32	46	20
March.....	69	32	43	18
Average.....	73	30	46	20

For the first quarter of 1975 the B.C. unemployment rate averaged 9.6 per cent. This was the highest first quarter figure for B.C. since the peak year of 1961 when the average was 13.1 per cent. As indicated by the following table, unemployment rates have risen all across Canada. With substantial unemployment increases in all labour force age groups the prospects for student summer employment are much less favourable this year.

TABLE 6

ACTUAL UNEMPLOYMENT RATES CANADA AND REGIONS

	March 1975	March 1974
Canada.....	8.6%	6.4%
Atlantic.....	15.3	12.2
Quebec.....	10.8	8.6
Ontario.....	7.3	4.9
Prairie.....	4.1	3.8
B.C.....	9.3	6.0

Source: Labour Force Survey

OCCUPATIONAL DEVELOPMENTS

OVERVIEW

Over the past three quarters the level and composition of job vacancies changed significantly. Up to the third quarter of 1974 the economy had produced almost two years of strong employment growth. Under highly favourable employment conditions more people were changing jobs; entering and leaving the labour force. Mobility in general appeared to be increasing and numerous shortages of particular kinds of labour existed throughout the province. The number of people looking for jobs at any one time was increasing but with job vacancies plentiful unemployment was held down. During the past three quarters however the level of job vacancies declined drastically, which has had the effect of reducing the high rates of turnover that were a common labour market phenomenon.

Throughout the expansion period up to mid 1974 some of the highest occupational vacancy rates were concentrated in the resource related industries. According to the Job Vacancy Survey vacancies of all kinds have increased but proportionately the craft skills, trades and technical level jobs show the largest increases. Skill shortages still exist in certain geographical areas and in certain construction, mechanical repair and technical occupations, but the numbers are substantially lower.

Other occupations where extensive pre-employment training is less important such as waiters, waitresses, janitors, hairdressers and sewing machine operators have had a similar history of hard-to-fill vacancies. Lower wages, poor working conditions and worker attitudes are some of the reasons advanced for the high turnover that was associated with these occupations. The number of vacancies for these jobs also has dropped.

JOB VACANCY SURVEY

The Job Vacancy Survey conducted by Statistics Canada is designed to provide an estimate of the number of unfilled jobs on any day in a three-month period. Estimates are provided in occupational, industrial and geographic detail; and are divided into three categories: total current vacancies, full-time vacancies, and longer-term vacancies.

Latest data from the Job Vacancy Survey is for the fourth quarter of 1974. At that time, the number of cur-

rent full-time vacancies in B.C. averaged 4,900, a drop of 34 per cent from the fourth quarter average for 1973. Current longer-term job vacancies per thousand existing jobs reduced from 4 a year previous to only 2 in the fourth quarter. B.C.'s share of the total current full-time vacancies in Canada was 7 per cent, down from 10 per cent the year before.

Occupations Most in Demand

Natural Science, Engineering and Mathematics; especially draughtsmen and electrical engineers.

Medicine and Health: especially nurses and aides and orderlies.

Clerical and Related Occupations: especially secretaries and stenographers; clerk typists; bookkeepers and accounting clerks; tellers; cashiers and general office clerks.

Sales Occupations: especially sales clerks; insurance salesmen and commodity salesmen.

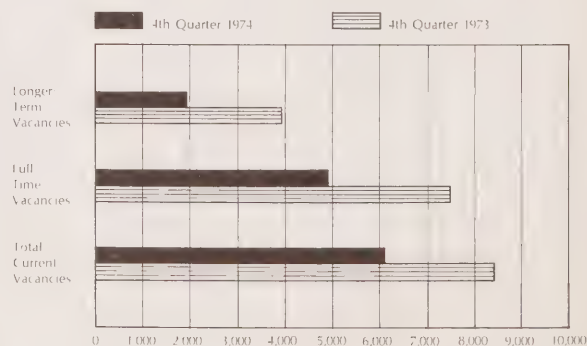
Service Occupations: especially waiters, either sex; hairdressers; security guards and watchmen; and cooks.

Machinery and Related Occupations: especially machinists and welders.

Product Fabricating, Assembly and Repairing Occupations: especially motor vehicle mechanics and repairmen; and industrial mechanics.

Transport Equipment Operating; especially taxi drivers.

CHART 2
JOB VACANCY SURVEY PACIFIC REGION



Occupational Shortages

Canada Manpower Centres collect information on jobs which have remained unfilled for at least thirty days.

These reports on "Occupational Shortages" provide information with both occupational and geographical detail. Manpower counsellors across Canada use this information as an indicator of possible locations where employment may be found for clients, and as one input to career counselling information. The number of shortages reported also serves as a measure of excess demand for labour. Quarterly data from the survey are presented in Table 7 below.

TABLE 7		
ESTIMATED OCCUPATIONAL SHORTAGES PACIFIC REGION		
(QUARTERLY AND ANNUAL AVERAGES)		
	1975	1974
First Quarter.....	727	1,349
Second Quarter.....		1,728
Third Quarter.....		2,260
Fourth Quarter.....		1,715
Annual.....		1,763

The total number of shortages reported during the first quarter of 1975 was 46 per cent lower than the comparable figure over one year ago. From the previous quarter the list of shortages in high and moderate demand grew slightly, reflecting the influence of seasonal factors.

High Demand

Motor Vehicle Mechanics and Repairmen
Industrial, Farm and Construction Machinery
Mechanics and Repairmen
Personal Service, n.e.c.
Nurses, Graduate, except Supervisor

Moderate Demand

Construction Electricians and Repairmen
Barbers, Hairdressers and Related
Chefs and Cooks

In other manufacturing Alcan is facing probable cut-backs due to the world-wide aluminum market but normal attrition, Manpower training programs and other adjustment methods should be sufficient to prevent direct layoffs. The reference to layoffs of 200 in the last issue of the Pacific Manpower Review turned out to be incorrect. Those layoffs were averted by the early implementation of such adjustment programs.



OCCUPATIONAL FORECASTS

MORE COFOR RESULTS

The Canadian Occupational Forecasting (COFOR) program was developed to provide medium term forecasts of employment in nearly 500 occupations in Canadian labour markets. Included in these forecasts are estimates of the demands for labour that will be created by industrial expansion and estimates of the additional requirements that will be generated by attrition. The initial run of the COFOR program (see the Pacific Region Manpower Review, 1st Quarter 1975) focused on estimates of new jobs by occupation. The estimates of the additional demands that would be created as workers quit, retire, or die were somewhat suspect, at the provincial level of disaggregation, due to incomplete input data.

Additional information on occupational attrition rates has been incorporated, thereby improving the estimates of "replacement requirements", now available. The forecasts of employment by industry which are input to the program have also been reviewed and revised in cooperation with representatives from other federal government departments and from the B.C. Department of Labour. Additional outlook information was provided by the Employers' Council of B.C. The forecast period also was extended two years to 1982.

The occupational demands forecast by the COFOR program are derived directly from the input forecasts of employment in 69 industries in B.C. (The occupational mix within each industry is known, and is expected to be relatively stable over time. Therefore the industrial employment projections can be converted to occupational projections by simply allocating forecast changes according to the existing occupational distribution in each industry.) This method of forecasting occupational demand is probably viable for most occupations. However, special supplementary studies are being conducted on the highly skilled occupations where demand may be significantly affected by factors other than industrial expansion or contraction. Pending release of results from these "Highly Qualified Manpower" surveys, the focus of the COFOR output will be upon the other 80% of the 500 occupational "unit groups" classified in the Canadian Classification and Dictionary of Occupations (CCDO).

The employment forecasts input to COFOR estimate that approximately 233,000 new jobs will be created in B.C. between 1974 and 1982. Demands for employees to replace workers who quit, retire, or die will be at least as large: attrition is estimated at 236,000 over the eight year period. Total employment demand generated by the B.C. labour market is forecast to average nearly 59,000 new and replacement jobs per year. Approximately 58% of these gross requirements are attributed to only 10% of the "unit group" occupations in the Canadian Classification and Dictionary of Occupations.

The concentration of labour demand in these 50 occupations is hardly surprising. Most of the forecast concentration is simply the product of the existing structure of the British Columbia labour market. Approximately 57% of current employment is found in the 50 largest occupations. (Only six of the 50 occupations forecast to grow most are not among the top fifty in terms of current employment; all are in the top sixty-five.)

The 50 occupational areas of largest forecast labour demand include eight of the "Highly Qualified Manpower" occupations. If these are removed, the top fifty in terms of gross requirements account for 53% of total forecast demand for labour — or for about 30,600 jobs per year. (See the accompanying table.)

The estimated replacement requirements (attrition) are based upon age and sex specific "quit rates" for each occupation. It is important to note that these rates refer only to net "dropouts" from an occupation — they do not measure turnover experienced as employees move between firms or industries (and stay in the same occupation).

The accompanying list focuses on the occupations which will generate the largest numbers of jobs to 1982. This summary detail is only a minor part of the total output available from the program. COFOR provides forecasts of employment demand (new jobs, attrition and total requirements) in 500 occupations (including the "Highly Qualified Manpower" group) in each of 69 industries in each province for each year to 1982.

FORECAST OCCUPATIONAL REQUIREMENTS

BRITISH COLUMBIA

Occupation

Code Title

Forecast Demand 1974 to 1982

Total = New Jobs + Attrition

5137	Sales Clerks: Commodities	16,350	9,650	6,700
5130	Supervisors, Sales Occupations: Commodities	15,650	4,375	11,275
4111	Secretaries and Stenographers	15,150	9,250	5,900
4131	Bookkeepers	14,175	7,825	6,350
6191	Janitors	12,925	7,475	5,450
9175	Truck Drivers	11,750	5,550	6,200
4133	Tellers and Cashiers	7,975	5,125	2,850
8781	Carpenters	6,775	2,700	4,075
8581	Motor Vehicle Mechanics and Repairmen	6,600	3,650	2,950
5135	Salespersons: Commodities, N.E.C.	6,350	3,475	2,875
6125	Waiters, Hostesses and Stewards, Food and Beverages	6,125	3,450	2,675
8584	Industrial Mechanics	5,600	2,250	3,350
8780	Foremen, Other Construction Trades Occupations	5,600	1,900	3,700
4199	Other Clerical and Related Occupations N.E.C.	5,450	3,250	2,200
4197	General Office Clerks	5,375	3,200	2,175
4113	Typists and Clerk-Typists	5,275	3,625	1,650
6130	Supervisors, Occupations in Lodging and Other Accommodation	5,025	2,175	2,850
6121	Chefs and Cooks	5,000	2,225	2,775
4171	Receptionists and Information Clerks	4,375	3,100	1,275
4190	Supervisors, Other Clerical and Related Occupations, N.E.C.	3,800	1,875	1,925
9315	Material-Handling Equipment Operators	3,800	1,550	2,250
6115	Guards and Watchmen	3,625	2,000	1,625
8335	Welding and Flame Cutting	3,625	1,675	1,950
5172	Real Estate Salespersons	3,550	1,650	1,900
9171	Bus Drivers	3,425	2,350	1,075
5133	Commercial Travellers	3,225	1,400	1,825
4155	Stock Clerks	3,200	1,925	1,275
6198	Labouring Occupations, Services	3,100	1,875	1,225
9317	Packaging Occupations, N.E.C.	3,075	1,600	1,475
1179	Occupations Related to Management and Administration, N.E.C.	3,000	1,550	1,450
6120	Supervisors, Food and Beverage Preparation	2,875	1,175	1,700
8798	Labouring: Other Construction Trades	2,750	1,425	1,325
6112	Policemen and Detectives, Government	2,725	1,825	900
4153	Shipping and Receiving Clerks	2,700	1,425	1,275
8238	Labouring: Wood Processing Except Pulp and Paper	2,650	1,450	1,200
7195	Nursery and Related Workers	2,550	1,475	1,075
8580	Foremen: Mechanics and Repairmen, N.E.C.	2,550	850	1,700
5170	Supervisors: Sales Occupations, Services	2,525	1,025	1,500
7517	Log Hoisting, Sorting, Moving and Related Occupations	2,500	1,175	1,325
8733	Construction Electricians and Repairmen	2,400	1,050	1,350
8791	Pipefitting, Plumbing and Related Occupations, N.E.C.	2,400	975	1,425
9318	Labouring, Material-Handling, N.E.C.	2,350	1,450	900
1130	General Managers and Other Senior Officials	2,325	750	1,575
5171	Insurance Salesmen and Agents	2,175	1,125	1,050
6143	Barbers, Hairdressers, and Related Occupations	2,175	1,000	1,175
7513	Timber Cutting and Related Occupations	2,175	850	1,325
5145	Service Station Attendants	2,125	1,750	375
8711	Excavating, Grading and Related Occupations	2,125	875	1,250
8231	Sawmill Sawyers	2,075	950	1,125
4175	Telephone Operators	2,000	1,275	725
TOP 50 OCCUPATIONS		247,150	127,625	199,525

Note: Some Professional, Technical, and highly skilled occupations were not listed pending release of results from the "Highly Qualified Manpower Survey"

Source: COFOR

FORWARD OCCUPATIONAL IMBALANCES LISTING (FOIL)

Output from the Canadian Occupational Forecasting Program consists of six-year occupational requirements forecasts on a provincial and national basis. These forecasts provide estimates of new job openings and replacement needs caused by death and labour market withdrawals for about 500 occupational groups (CCD 4-digit classification). COFOR provides a good perspective on medium term occupational demand useful for various planning purposes.

Having a medium-term economic forecast base (the CANDIDE econometric model of the Canadian economy), COFOR results cannot be expected to pick up extremely detailed localized market situations. Also lacking are supply forecasts for many occupational groupings. Current operational decision making nevertheless implies a need for shorter-term forecasts of imbalances in terms of excessive demand for workers or excessive supply of workers. The Department's Forward Occupational Imbalances Listing (FOIL) program has been developed to fill such a need.

Methodology

The short-term is generally defined in terms of a detailed planning period of two years. FOIL, unlike COFOR, is not a uniquely integrated system of equations linked by equal signs. Rather it is a distillation of various indicators both-quantitative-Job Vacancy Survey data, Unemployment Insurance Claim data, registered client and vacancy data, selected COFOR results and qualitative-judgements of economists and other departmental officers in each region and at national headquarters. The process produces a listing which is rooted in both statistical and operational reality.

To initiate the process, the Occupational Forecast Division of the Economic Analysis and Forecasts Branch brings together twenty-two indicators of the past, current and expected market position of each of the 498 CCDO occupational groupings. These indicators are not just absolute numbers. Rates of unemployment and vacancy, by occupation, are calculated and contrasted against past growth trends and future COFOR based trends. The data, with suggested criterion levels for determining the level of excess supply or demand, are analyzed separately and then jointly by the staff of the Occupational Forecast Division and the regional economic staff of the department. After joint analysis, members of the Employment Development staff, and in some regions, the Manpower Consultative Service, review the selected occupations and any others that they believe likely to be out of balance for the next two years. Their contributions include comments on the level of severity, detail at a 7-digit level of classification and occupa-

phic information. The results of this process are then reviewed by the Manpower Employer Service Branch in consultation with the Occupational Forecast Division in order to round out the lists in terms of a national overview.

Although all 498 occupational groups are reviewed, the list, made essentially for internal departmental programs, does not include labouring and other low skill occupations. Also, given the lack of Job Vacancy Survey data and the existence of the Canada Farm Labour Pool Program, agricultural occupations are not included. Most professional occupations requiring university training, such as "engineer", are not included.

The ratings reflect a situation of persistent excess supply or demand which is expected to continue within the current program planning period in the absence of measures of intervention. The lack of a rating for an occupation does not imply a low level of growth or activity in the occupation. It does mean that in occupations such as *clerical and stenographic* for example, although there is high demand growth, there is also high supply growth and this state should continue.

Ratings and Their Interpretations

The degree of differentiation accorded to levels of excess demand or excess supply is essentially arbitrary. Too many distinctions lead to a lack of discrimination; too few paint a "black and white" picture.

There are four (4) degrees of severity used in the FOIL process as depicted below.

EXCESS SUPPLY	EXCESS DEMAND
S: Supply	D: Demand
MS: Moderate Supply	MD: Moderate Demand
SS: Severe Supply	SD: Severe Demand
ES: Extreme Supply	ED: Extreme Demand

As will be seen upon examination of the results, most values fall in the first two categories with very few in the highest category.

Uses of FOIL

The output of COFOR can be utilized in background planning and establishing priorities. In day to day program management FOIL can be used for "fine tuning" and update purposes. Mobility, manpower training and immigration decisions are facilitated by having the imbalances listing. The listing helps to indicate for certain occupations the degree of competition job seekers might expect in the labour market over the forecast period.

The FOIL results are not unique in the sense that they should be used when other results are not. They may be more useable than some others.

FORWARD OCCUPATIONAL IMBALANCES LISTING (Expires June 30/75) PACIFIC REGION ISSUED MARCH 1975 EXCESS DEMAND

CCDO Code	Occupational Title	7 Digit CCDO Code	Comments
1142	Services Management Occupations		At higher levels of responsibility
3131	Nurses	3131-130	Extreme Demand
3137	Therapists	Nurse, General Duty	Moderate Demand
6121	Cooks and Chefs		Specialty and Seasonal
6125	Waiters		Seasonality and Turnover
8313	Machinists	8313-154	
		Machinist, General	
8335	Welders	8335-114	
		Welder-Fitter	
8337	Boilermakers	8337-114	
		Structural-Metal Fabricator	
		8337-122	
		Fitter, Structural Metal	
8537	T.V. Repairmen		Colour T.V.
8581	Auto Mechanics		Moderate Demand
8584	Construction Machinery Repairmen		
			Moderate Demand
8588	Precision Instrument Mechanics		
8592	Boat Manufacturing and Repair		
8731	Electric Power Linemen		
8733	Construction Electricians	8733-122	
		Electrician	Mining, Pulp and Paper maintenance
8784	Plasterers	8784-126	
		Dry-Wall Applicator	
		8784-130	
		Dry-Wall Taper	
		8784-134	
		Dry-Wall Sander	
8793	Structural Metal Erectors	8793-126	
9155	Deck Crew, Ship	Reinforcing-Iron Worker	Moderate Demand
9175	Truck Drivers	9175-118	
		Truck Driver, Heavy	All other 7 digit groupings characterized by Supply
		9175-122	
		Truck Driver	All other 7 digit groupings characterized by Supply
2117	Tech., Physical Sciences		
2131	Agriculturalists		
2161	Surveyors		
2331	Social Workers		
3313-3319	Designers		Severe Supply
4175	Telephone Operators		
6123	Bartenders		Severe Supply
8513	Autoworkers	8513-114	
		Truck-Trailer Builder	Some demand for truck-trailer builders
8791	Plumbers		Moderate Supply

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA:	Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon
METRO VANCOUVER AREA:	Abbotsford, Chilliwack, Vancouver Metro
NORTH CENTRAL AREA:	Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake
VANCOUVER ISLAND AREA:	Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER:	Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria
KAMLOOPS:	Dawson Creek, Kamloops, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

Summary

Labour market conditions in the Metro Vancouver Area continued to deteriorate slowly during the first quarter. Employment growth was weakened by secondary effects of resource industry problems, by normal seasonal contractions in some industries, and by considerable disruption caused by industrial disputes. However, employment opportunities in the local economy remain relatively strong compared to the conditions in the rest of the province. Concentration of service industries in the Metro Area helps to insulate the local labour market from effects of the cyclical downturn in resource-related industry.

Labour force growth has now outpaced employment expansion for two quarters, but the Metro Area unemployment rate is still well below the average rate for B.C. (7.7% vs. 9.6% for the first quarter).

QUARTERLY AVERAGE UNEMPLOYMENT RATES

	1975	1974	1973
1st Quarter.....	7.7	5.7	8.7
2nd Quarter.....		5.1	6.4
3rd Quarter.....		4.7	5.1
4th Quarter.....		5.7	5.4

Employment

Operational statistics collected by the Canada Manpower Centres (CMC's) in the Metro Area clearly reflected the continued erosion of new job opportunities during the first quarter.

Canada Manpower Centres in the Metro Area report that the number of hard to fill vacancies at the end of the quarter was slightly less than one half the number reported one year earlier. (Jobs which have remained unfilled for at least thirty days are listed in the Occupational Shortages Survey by CMC staff.) 392 "occupational shortages" were reported at the end of March 1975; in March 1974 813 were listed.

The total number of job vacancies notified to Metro CMC's during January, February and March also was down sharply from the experience of both the last quarter and the first quarter of 1974 (declines of 37% and 45% respectively). The fourth quarter to first quarter decline of 37% reflects much more than "normal"

reductions associated with seasonality of employment in the Area. Even when these seasonal factors are removed, the "seasonally adjusted" job vacancies notified during the first quarter were down approximately 22% from the previous quarter.

VACANCIES RECEIVED DURING THE QUARTER METRO VANCOUVER AREA

Industry	First Quarter 1975	First Quarter 1974	Change
All Industries	11,900	21,700	-45%
Primary Industries	550	1,000	-45%
Manufacturing	1,950	4,400	-56%
Food & Beverages.....	150	450	-65%
Wood Industries	200	500	-63%
Paper & Allied.....	50	150	-64%
Metal Fabricating	300	750	-62%
Machinery.....	150	350	-57%
Transportation Equipment	200	350	-40%
Construction	800	2,050	-40%
Transportation, Communication & Other Utilities.....	850	1,200	-28%
Trade	1,900	3,750	-50%
Finance, Insurance, Real Estate.....	450	800	-46%
Community, Business & Personal Services.....	4,400	7,000	-37%
Public Administration	950	1,600	-39%

NOTE: Data rounded to 50's

Selected Manufacturing Industries only.

The operational statistics in the accompanying table reflect sharply reduced labour market activity across all major industrial groups over the last year, with higher than average reductions in the goods producing industries.

The reduction in vacancies notified to Area CMC's only indicates that flows of job openings becoming available were restricted; reductions in the absolute level of employment (stocks) are not indicated by this data. In most of the industrial sectors, the reduced vacancies are the result of slower growth of employment, rather than the result of absolute reductions in employment levels.

Employment in forest products manufacturing remains the most noticeable exception. Employment in Area mills now is down nearly 4,000 jobs from the peak levels established in mid 1974. First quarter activity was limited by additional short-term layoffs of approximately 800 persons in Area saw, shingle and shake mills during January. Although most of these

jobs were regained by the end of the quarter, large scale improvement of employment in this sector remains unlikely for the immediate future. Product markets are still relatively weak, labour contracts are being renegotiated, and capital and repair expenditures planned by the industry for the Vancouver Area are down sharply from last year.

Employment in the construction industry was also below the levels of the first three months of 1974. Most of this decline is associated with marked reductions in residential construction activity. The number of housing units under construction has declined steadily from mid 1974 to February this year. By February, the number of units under construction was down nearly 2,500 from one year ago. (Rowhouses and apartments under construction were down nearly 1,500 units; single family dwellings were down more than 1,000 units.) Reductions of this magnitude would eliminate approximately 2,200 jobs in the Area's construction sector. The drop in units under construction has been preceded by a large increase in the inventory of housing units available for occupancy. Over 2,500 newly completed and unoccupied dwelling units were on the market in February — an increase of 750 units in multiple dwellings (mostly condominiums) and of 500 single family dwellings and duplex units since February 1974. Reduction of this inventory will be necessary before possible easing of mortgage markets can be expected to have a significant employment impact.

The secondary effects of weaknesses in resource based industries has led to employment cutbacks by a few firms providing specialized services and supplies to these industries. However, total employment in the service sector has continued to expand — although at a slower rate than during the buoyant conditions of 1973-74. The relative strength of the service industries — which provide at least seven of every ten jobs in the Metro Area — continues to maintain more favourable labour market conditions in Metro than in the rest of the province. The near-term outlook for employment in the service sector is dominated by the normal summer season expansion of tourist industries and of the trade sector. Suburban shopping centres and institutions currently under construction will provide additional service industry employment later in 1975, and many service industries will continue to expand with the growing population. However, major expansion of service sector employment is not likely to occur before a resurgence of growth in the goods producing sector. Optimistic forecasts show such an expansion late in 1975 or early in 1976.

Labour Force

Past trends have indicated that during a cyclical downturn, slower employment growth generally is followed by reductions in the rate of growth of the labour force. There is little evidence to show such a reaction during the first quarter in Metro. Although population growth may be slowing down (as migration to the Area diminishes), the proportion of the working age population which is engaged in labour market activity has remained unusually high. (Limited information available indicates that the high participation rates may be the result of additional workers entering the labour force in order to maintain family incomes in the face of rising unemployment and continued inflation.)

QUARTERLY AVERAGE PARTICIPATION RATES

	1975	1974	1973
1st Quarter.....	61.2	59.7	60.5
2nd Quarter.....		61.6	62.1
3rd Quarter.....		63.0	61.8
4th Quarter.....		61.4	59.8

Source: Labour Force Survey

The employed labour force is also responding to fewer employment opportunities by staying with jobs longer. Many employers have reported sharp reductions in employee turnover.

Unemployment rose rapidly as labour force growth continued to outstrip employment growth through the first quarter. The unemployment rate went up two full percentage points from the fourth quarter of 1974. The average number of clients without employment registered at Metro Area CMC's increased by 37% to over 52,000 during the same period. However, shortages remain for some skilled tradesmen and professionals, as well as for some service sector employees.

Additional shortages of waitresses, cooks, and other service sector jobs are expected over the next quarter as the tourist industry moves toward peak season employment. Total shortages should be much smaller than last year, however, as students and a large unemployed group compete for fewer new jobs.

AREA DEVELOPMENTS

VANCOUVER ISLAND AREA

Labour market activity in the Vancouver Island Area during the first quarter of 1975 has firmly confirmed the slowing down of the economy that was noted in late 1974.

The most conspicuous outcome of the various trends of economic activity during this period is the much higher unemployment level reported for Vancouver Island by the Statistics Canada Labour Force Survey. The unemployment rate has now stood at over 10 per cent for three months which is a far higher reading than has been given for many years. The quarterly rates, as given below, illustrate the trend to worsening unemployment from mid-1974 into this year.

UNEMPLOYMENT RATES VANCOUVER ISLAND AREA				
Average For	1975	1974	1973	
1st Quarter.....	10.3%	6.5%	7.2%	
2nd Quarter.....		6.4%	6.3%	
3rd Quarter.....		6.1%	4.9%	
4th Quarter.....		8.1%	6.1%	

Another extremely conspicuous aspect of current economic conditions, especially to job-seekers, is the much lower number of jobs opening up in the labour market. Manpower Centres in the Vancouver Island Area have had only 4,900 vacancies offered to job-seekers during this quarter. This number cannot be taken as an all-inclusive measure of job availability as, ordinarily, many jobs are filled through direct contact between employer and job-seeker, but a comparison with last year does suggest that there has been a substantial drop in the total flow of jobs in most local labour markets.

VACANCIES NOTIFIED TO MANPOWER CENTRES				
Total for	1975	1974	1973	
1st Quarter.....	4,900	8,200	8,000	
2nd Quarter.....		12,700	9,600	
3rd Quarter.....		9,300	8,300	
4th Quarter.....		5,300	6,000	

The general weakness of the Vancouver Island labour market depicted by this situation of high unemployment combined with a lack of job opportunities is further emphasized by developments in industrial sectors which have a major influence on the local economy.

Problems of wood products markets, of low demand and low prices, led to the heavy layoff situation in mills and logging divisions during the latter half of 1974. Some slight improvement in production and employment in the Area's sawmill sector did occur by the end of this first quarter of 1975, but it was limited and this industry has remained beleaguered by several factors. Overseas lumber markets generally remained weak. Weather conditions were extremely bad throughout the quarter and in most areas logging was curtailed or remained closed down for weather reasons. The call on mills for wood chips, which had provided a mainstay for employment in many cases, was showing considerable weakness by the end of the quarter as some pulp mills also reacted to a softening demand for their products.

Weather conditions also affected the construction industry to some extent but the major impact on construction employment has come through the sagging residential sector. In March only 1,561 housing units were under construction in the Metropolitan Victoria area, down from 2,998 a year ago; similar drops have been noted in other centres on Vancouver Island. In conjunction with this halving of employment in the residential construction sector, a few community projects, which could have provided employment support, have been delayed or revised as costs escalated beyond acceptable levels.

The dispute between the Canadian Union of Public Employees and various municipalities and school boards should also be mentioned as a major problem affecting employment in the first quarter of 1975. The economic impact is somewhat harder to measure in this industry than many others, but when slowing of the passage of building permits or inspections, traffic confusion and the direct effect of loss of disposable income are totalled, this becomes a large disruption. The Victoria area in particular, with the extended strike situation, has shown additional strain in other industrial sectors.

These negative aspects of the Vancouver Island labour market during this latest quarter should be tempered somewhat by other readings of the economy.

Employment, in total, is still higher than a year ago. At this stage the industrial problems already outlined have combined to curtail further employment growth; only a minimal number of new jobs were created during the early part of 1975 in direct comparison to the rapid job creation apparent a year ago. Of course the totalling of employment in this way, across all industrial sectors, does hide discrepancies between industries.

The generally lower employment levels in logging, wood products manufacturing, construction and many metal working shops has been compensated for by continued employment gains in various service areas geared to community and personal needs and, although also slower than last year, some continued hiring by the government sector.

Similar discrepancies have been noticeable between geographic areas on Vancouver Island, with Duncan and the northern part of the Island showing actual employment drops, while other parts of the Area, and especially Victoria, have experienced stable or rising employment levels.

The drastic drop in vacancies in the labour market should be mentioned in this context. Further employment growth, albeit slight, would suggest at first reading that vacancy levels should hold up. But the situation during this quarter has been influenced most by the tremendous drop in turnover reported for all industrial sectors as workers have deferred changing jobs against the background of fewer new jobs and a larger number of unemployed persons competing for these jobs.

With these very mixed conditions a further reading of the overall condition of the labour market, that of labour force growth, should also be considered. The participation rate, which measures the percentage of the working age population which is active in the labour market, is given by the Labour Force Survey.

PARTICIPATION RATES VANCOUVER ISLAND AREA

Average for	1975	1974	1973
1st Quarter.....	56.3%	54.3%	54.5%
2nd Quarter.....		56.9%	55.5%
3rd Quarter.....		57.7%	56.6%
4th Quarter.....		55.7%	55.1%

This substantial increase in the participation rate, on top of population growth, illustrates that the Vancouver Island Area labour force is still growing at a substantial rate.

This labour force growth can be taken as a partial cause of the higher unemployment rates now being experienced by Area labour markets but a further element is that the labour force has continued to grow in response to the different job opportunities which have been opened during this latest period; service and clerical job increases cannot be traded directly for layoffs in logging and sawmills.

These mixed trends have not yet firmed up sufficiently to point out a route for the Vancouver Island labour market over the next few months.

Residential construction, so often taken as an indicator of economic changes, appears likely to remain in the doldrums somewhat longer. In the Victoria area only 145 housing units were started in March, which compares with 310 a year ago. Also in Victoria a count of new single family dwellings shows 75 completed and unoccupied now compared with only 4 a year ago; the pricing of these new homes, as in the rest of British Columbia, is too high for the consumer, and this militates against a quick turn-around. Very similar readings come from the rest of Vancouver Island.

Lumber markets, although showing some price increases, have not yet entered a consistent demand situation. This, and the prospect of extensive industrial relations unrest, has created considerable uncertainty as to employment prospects over this summer. The pulp and paper sector is also facing contract negotiations, and, in some cases, a weaker market.

This uncertain situation will especially affect students who have traditionally provided replacement labour at so many mills on Vancouver Island during the summer months.

Tourism and other services, remains the most hopeful sector for summer job openings, as the usual seasonal growth is expected to be maintained or even bettered this year.

Overall the Vancouver Island labour market cannot be expected to change radically in the next few months. Quiet employment conditions with low turnover is likely to lessen the labour force growth somewhat during this year while unemployment remains higher than in the last few years.

AREA DEVELOPMENTS

OKANAGAN – KOOTENAY AREA

Although a slight upturn in sawmill output occurred during the initial months of 1975, it was not sufficiently pronounced to alter the downward trend which developed in the economy during the last half of 1974, generated primarily by the collapse of demand for lumber in the American midwest states during the fall of last year. As noted below key indicators for the area attest to the reduced level of activity which prevailed during the first three months of 1975.

As would be expected the sharp downturn in demand for workers was most severe in the construction, logging, lumber, plywood-veneer and mobile home manufacturing sectors. The effects of the slowdown in the construction and forest oriented sectors in turn contributed to a significant reduction in hiring by retail and wholesale establishments during the current quarter compared to the same period one year ago.

Although the number of vacancies listed by employers at Okanagan-Kootenay Manpower Centres during the initial three months of 1975 was well below the 1974 level, virtually no change occurred at Trail and Cranbrook. Increased recruiting for the Cominco smelter and for East Kootenay coal operations was sufficient to offset the decline in the wood manufacturing industries which was significantly less pronounced in these two areas.

As indicated below the downturn in the economy which accelerated during the winter months substantially increased the number of unemployed client registrations at Okanagan-Kootenay manpower offices, particularly in the construction, sales and forest oriented occupational groups.

MONTH-END UNEMPLOYED CLIENT REGISTRATIONS OKANAGAN-KOOTENAY AREA 1974, 1975

	1974	1975
January	10,430	18,344
February	10,324	18,180
March	13,635	14,722
Three Month Averages:		
January-March	11,463	17,081
April-June	14,673	-
July-September	12,411	-
October-December	15,157	-

The number of unemployed clients rose sharply during January and February of 1975 at all centres except Trail and Kelowna. However, a significant reduction occurred in March 1975 reversing the pattern which prevailed in the first quarter of 1974.

As indicated below unemployed client registrations were again concentrated disproportionately in the youth age groups. However, the pattern was even more pronounced in 1975.

ECONOMIC AND EMPLOYMENT INDICATORS OKANAGAN-KOOTENAY AREA 1974, 1975

	January-March		October-December
	1975	1974	1974
Vacancies Listed By Employers at Area			
Manpower Centres	5339	6975	*5614
Timber Scale, million cubic feet (1)	97.5	124.0	146.4
Building Permits, Value (million \$)			
Non-Residential (2)	10.9	17.2	19.8
Residential (2)	21.4	31.0	30.1
Number Dwelling Unit Starts (2)	782	1514	1146

* Excludes seasonal farm labour

(1) Source: B.C. Forest Service

(2) Source: Monthly Building Reports, Selected Economic Region and Municipalities

**UNEMPLOYED CLIENT REGISTRATIONS
YOUTH AGE GROUPS (14)
OKANAGAN-KOOTENAY AREA MARCH 31**

		Male	Female	Male & Female
Youth Age Groups.....	1974	3125	2613	5738
	1975	3893	2681	6574
Youth Age Groups as per cent of All				
Age Groups	1974	39%	46%	42%
	1975	42%	50%	45%

The normal seasonal buildup in the agricultural, construction and hospitality industries should provide the main impetus to the area's economy during the spring and summer of 1975. The initial phase of the "Seven Mile" hydro project now underway will provide additional strength to the stable employment conditions now prevailing at Trail and nearby satellite communities. Little change is expected to develop in the key forest industry before fall. Depressed market conditions for lumber are now likely to persist until September and the threat of a work stoppage when the current union contract expires at the end of June adds further uncertainty to the outlook in this sector.

Preliminary estimates prepared by the provincial department of agriculture indicate that the 1975 tree fruit and grape tonnage should be well above that of 1974. Strong demand for seasonal farm labour can be expected to develop during July, tapering off slightly until mid-August, then peaking during the last three weeks of September and early October. Availability of students should alleviate the pressure for help during July and August but a shortage of pickers could develop during September, persisting into mid-October.

Employment in packing houses and processing establishments should exceed the 1974 level. In addition a new specialty food manufacturing complex is scheduled to open at Creston in 1974 as well as alfalfa cubing plants at Armstrong and Creston which in total could create almost 150 new jobs in these communities by late fall.

Voluntary production cutbacks by three major copper mines shipping to the Japanese market and gradual phasing out of a long established lead-zinc operation

idled approximately 150 workers in the area during the past winter. More layoffs are expected to occur during the spring and summer of 1975 but this should be offset by a further expansion of the work force at the Kaiser and Fording coal sites in the East Kootenay. No significant easing of the chronic shortage for underground miners, heavy duty mechanics, electricians, welders and machinists is likely to occur in the foreseeable future at these operations.

Continued high production levels were maintained during the period at Cominco's smelter at Trail. Demand was strong for entry level workers as well as for journeymen carpenters, electricians and steel fabricators. Recruiting for these occupational trades by this firm should persist into summer.

The seasonal pickup in buying activity by lumber wholesalers generated a moderate expansion of production by Okanagan-Kootenay sawmill operations during the current quarter. Approximately 900 of the 3,150 workers on layoff in December were rehired between January and March. As indicated previously no significant change in the current level of activity is likely to develop during the next few months.

Softening of demand for pulp and paper which developed during the current period prompted short term layoffs by both Kootenay pulp mills. This pattern will probably persist throughout the remainder of 1975 and possibly even intensify.

Production and employment levels in the non-resource based manufacturing sub-sectors declined slightly during the first quarter of 1975, continuing the downward trend that developed during the final months of 1974. Layoffs were concentrated at Kelowna, where White Motors and Westmill Carpets substantially reduced production levels. However, cutbacks at these plants were largely offset by re-hiring of staff by mobile home, trailer and camper establishments. Further expansion of their work force should develop by summer.

The work stoppage at the Consumer Glass plant near Vernon in February idled its 350 union members, further depressing the local economy. Settlement of the dispute is not likely to occur before May as both sides appear to have taken an uncompromising position. As indicated below a sharp decline in residential building was the main contributing factor to the reduced level of employment activity in construction during the first three months of 1975.

CONSTRUCTION INDUSTRY STATISTICS OKANAGAN - KOOTENAY AREA 1974, 1975

	January- March 1975	October- December 1974	1974
Number Dwelling Unit Starts (1)	782	1514	1146
Vacancies Listed by Employees at Area Manpower Centres.....	564	850	756

(1) Source: Monthly Building Reports, Selected Economic Region and Municipalities

The Mica and Kootenay Canal hydro projects again provided the main source of strength in this sector during the current quarter. The work force at these sites averaged 2,050 per month between January and March, up more than 200 over that of the same period in 1974.

The normal seasonal pickup in residential building is not expected to keep pace with that of 1974. However, a higher level of hydro and institutional construction should partially offset the decline in the housing sub-sector.

As usual activity in the tertiary industries was dominated by the trade and service sectors. The continuing decline in the area's economy significantly reduced hiring by retail stores below the level of both the previous quarter and the same period in 1974. However, in the hospitality sector gains were actually recorded during the first three months of 1975 as compared to the final quarter of 1974.

The normal seasonal pickup in these two industries should develop during the spring and summer months. Major shopping centres scheduled to open for business by fall at Vernon and Penticton will require upwards of 1,000 employees.

The high level of prosperity now being enjoyed by Alberta and Saskatchewan residents is expected to benefit the area's travel industry which is dependent to a large extent on the movement of Prairie tourists into the Okanagan, Kamloops and East Kootenays during the summer and fall months.

As in past years shortages for waitresses and short order cooks can be expected to develop, particularly in smaller communities and at more isolated locations. Students should be available to ease the demand at larger centres. The current shortage for hairdressers will likely intensify during the summer months.

AREA DEVELOPMENTS

NORTH-CENTRAL AREA

The first quarter of 1975 saw a partial resumption of activities in the North-Central wood product's industry. Generally however, conditions remained unfavourable due to slackness in wood products and metals markets which are beginning to have impacts on such "infrastructure" sectors as trade, services, and transportation. There is evidence of an improved picture for housing starts, although this is based on only the first two months experience. The major event on the horizon is the forest industry collective bargaining process, which had begun by the end of the first quarter, with contracts expiring in the summer.

Operations of Canada Manpower Centres (CMCs) clearly reflected the low level of activity in the Area. Job orders from employers and placements by CMCs were down from their levels in the previous year. Registrations of clients without employment were above their levels in the previous and comparable quarters of last year. All CMCs shared in these overall trends with the minor exception of a rise in job orders at Quesnel from the fourth quarter, though not in comparison to the first quarter of 1974.

VACANCIES NOTIFIED, PLACEMENTS, AND CLIENTS REGISTERED NORTH CENTRAL AREA

	Vacancies Notified	Placements*	Clients Registered
First Quarter, 1975	1,337	1,072	15,132
Fourth Quarter, 1974	1,789	1,615	11,598
First Quarter, 1974	2,130	1,577	8,017
Change, First Quarters, 74-75	-37%	-32%	+89%

* Including Transfers Out.

In comparison to the first quarter of 1974, there was modest expansion only in some of the services and in public administration. In relation to the immediate past quarter, there was a significant increase in vacancies in wood products manufacturing, and a stable picture in forestry and mining. Major decreases occurred in construction, transportation, communications and utilities, retail trade, personal services, and "other" manufacturing (not based on forestry).

VACANCIES NOTIFIED AND PLACEMENTS BY INDUSTRY NORTH CENTRAL AREA

Industry	Vacancies			Placements*		
	Jan.-Mar. 1975	1974	Oct. 1974	Jan.-Mar. 1975	1974	Oct. 1974
Agriculture	18	20	17	8	18	7
Forestry	123	117	313	93	97	240
Fishing, Trapping	5	1	2	4	1	1
Mines & Oil Wells	27	29	73	21	25	61
Manufacturing	251	211	426	189	165	323
(Wood)	(202)	(132)	(290)	(156)	(105)	(227)
(Paper)	(19)	(17)	(63)	(13)	(18)	(55)
(Other)	(29)	(62)	(72)	(21)	(42)	(41)
Construction	104	262	194	98	233	163
Transportation, Communication & Utilities	76	248	154	53	220	113
Trade	155	368	223	119	352	145
(Wholesale)	(37)	(44)	(57)	(29)	(37)	(39)
(Retail)	(118)	(324)	(167)	(90)	(315)	(100)
Finance, Insurance & Real Estate	36	50	61	30	35	44
Community, Business & Personal Services	380	416	538	309	329	373
(Health, Education & Welfare)	(49)	(51)	(51)	(40)	(41)	(44)
(Personal)	(207)	(264)	(383)	(156)	(207)	(248)
(Other)	(124)	(102)	(104)	(114)	(81)	(81)
Public Administration	163	147	130	146	147	108
TOTAL	1337	1789	2130	1072	1615	1577

*Including Transfers out.

The rise in unemployed clients was felt in all the major occupational groups, except students. In comparison to the previous year's first quarter there were large percentage increases in forestry, processing, machining, and construction and transport equipment operating occupations, and large absolute increases in clerical and sales, forestry, processing, and construction. In the quarter-to-quarter changes, percentage increases were much above average for farming and fishing, mining, product fabricating, construction, and transport equipment operating occupations. Clerical, sales, service, and construction groups showed the largest numerical increases.

Registered vacancies (unfilled job orders at month ends) were down for all groups compared to the first quarter a year earlier, and, for most groups, compared to the fourth quarter, 1975, as well. In construction trades and processing there was a modest quarter to quarter increase in registered vacancies.

CLIENTS AND VACANCIES REGISTERED BY OCCUPATION NORTH-CENTRAL AREA

Occupation	Clients Registered			Vacancies Registered		
	Jan.-Mar.	Oct.-Dec.	1974	Jan.-Mar.	Oct.-Dec.	1974
Managerial, Technical	749	489	642	57	74	80
Clerical & Sales	3137	2169	2741	94	207	143
Service	1985	1337	1454	103	234	170
Farming, Fishing	246	157	162	16	21	5
Forestry	1268	537	1146	10	175	22
Mining	147	75	75	1	11	3
Processing	2005	806	1914	42	77	36
Machining	314	106	229	20	32	23
Product Fabrication & Repair	515	173	339	71	178	96
Construction	3020	1348	1925	64	80	60
Transport Equipment Operating	948	401	624	28	64	35
Other Crafts & Equipment Operating	64	38	42	7	13	6
Not Classified	563	248	184	6	5	6
Students	177	196	57	—	—	—
TOTAL	15132	8017	11598	519	1055	685

There has been little change in the over-all age distribution of registered clients but males, especially in the 20 to 44 year age groups, have become a larger proportion of the total. At the end of the first quarter of 1974, 53 per cent of all clients were males; for the fourth quarter of 1974 and the first quarter of 1975, the percentages of males were 64% and 63% respectively. The heavier increase in male than female registrations reflects the downturn in forestry and wood products manufacturing, mining, and construction, whose work forces are almost totally male.

Occupational shortages in the First Quarter of 1975 declined strongly relative to the same period a year ago, and were down somewhat from the previous quarter as well. On a year-over-year basis the declines were noticeable in medicine and health occupations, clerical, sales and service work, and mining and processing jobs. Machining showed a stronger decline, but the largest drop was in product fabrication and repair. Only in construction trades were shortages increased relative to early 1974. The quarter-to-quarter pattern

of changes was similar except for modest increases in sales and mining. Among the individual occupations showing excess demand were general duty nurses, waiters and stewards, auto mechanics and body repairmen, millwrights, heavy duty mechanics, electricians, and pipefitters.

Despite the seasonal low in the agricultural sector, farm operators expressed interest in information on employment visas or immigration for foreign farm workers. There was also interest in the province's summer program "Students on Farms", and in training programs. Generally, difficulties in hirings arose from low wages and lack of married accommodation. In the fishing industry, roe activities were over by April with salmon catching to begin in June; halibut fishing may occupy the interim period. The salmon is in a low year of the cycle and there is consequently no need for additional cannery workers this summer.

The mineral industry remained an area of unfavourable developments. Exploration for oil and gas in the Peace River areas ran at very low levels compared to the previous year in spite of the January accord on taxation reached by the federal and provincial governments. The provincial energy commission is reviewing the entire subject and spokesmen for the industry are optimistic. In metal mining, the Churchill Copper operation west of Fort Nelson closed because of lower copper prices and higher taxes and royalties. The mine, which involved some 90 jobs, reopened in 1974 after a closure of some two years due to low prices. Save for a few skilled positions (millwrights, heavy duty mechanics, and welders) mines required no hiring. Cutbacks in employment occurred at Ganduc in Stewart, B.C., where 180 men were laid off in January. The only prospect for any gains in employment in the second quarter surround the Chetwynd coal mine where a much larger work force may be hired in June.

The forest products sector featured some recovery from the severe cutbacks of fourth quarter 1974. The recovery in North-Central has been somewhat greater than across B.C. generally. One new mill opened in Fort Nelson employing a high percentage of Indians in its work force of 135. The pulp market is softening somewhat for certain grades and most Area operations are planning extended maintenance shut-downs during spring and summer. Throughout the forest industry, collective agreements must be renegotiated.

**FOREST INDUSTRY LAYOFFS, WINTER
1974-1975
NORTH-CENTRAL B. C. AND PROVINCE**

	1974			1975		
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
North Central B.C.	4305	4795	3620	3124	1948	1948
Province	14934	16196	16602	14412	12393	12369

In other manufacturing Alcan is facing probable cutbacks due to the world-wide aluminum market. The Kitimat plant is currently employing some 200 due only to CMITP commitments, and further cutbacks in production have been called for both B.C. and Arvida plants.

The home construction situation in the area has improved since year end 1974 and in the first two months of this year starts were greater than for the same period one year ago. Public works construction (highways), and institutional and commercial projects are proceeding although one major shopping centre in Prince Rupert is now completed. Work forces at the Site 1 Peace River project increased to 230 by March while in Prince Rupert the Port development will employ 150 men in construction.

Transportation, communications and trade employment were all somewhat depressed. B. C. Tel has released some operators and maintenance personnel. Coastal water transport was affected by strikes and a lower volume of forest industry demands for log movements.



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DISTRICT DEVELOPMENTS

CMC WHITEHORSE

The Yukon economy in early 1975 shows signs of higher unemployment compared to 1974. CMC statistics reveal fewer job orders and many more persons registered without employment. The CMC reports that turnover in the area's mines is very low, indicating that the unskilled and semi-skilled workers see a need for job security. They also comment upon an increase in the labour force due partly to an influx of transients seeking work; the largest part of such searches are unsuccessful leading to an early departure from the territory. Increases in the labour force more than declines in employment, are the main cause of the higher unemployment.

As turnover rates declined and some industries slackened, job orders notified to CMC Whitehorse fell substantially both in comparison to the previous quarter and the comparable quarter of 1974. Public administration hiring had been dampened by budget constraints and a civic strike in Whitehorse. Transportation did not produce the job order level of the previous year due to a lack of demand for drivers on White Pass & Yukon's long-haul ore trucks. Construction jobs such as the Dempster and Carcross-Skagway highways resumed by recalling former staff, thus avoiding job orders to CMC Whitehorse, while the Aishihik power project wound down to completion. Higher wage levels in retail trade have dampened turnover demands in that sector somewhat as well. Finally, the increase in the unemployed labour force has led to more workers searching for jobs at places of business. Consequently, the job orders which businesses find it necessary to fill through the CMC is reduced. Only in the field of personal services, including food and accommodation, were job orders and placements running ahead of last year's pace.

The total of clients registered without employment tripled compared to a year ago. The largest part, about 40 per cent, of the increase represented workers in the construction trades, which had already risen strongly by the end of 1974. Other large increases in registrations occurred in the fields of clerical and sales, services, transport equipment operating, and managerial and technical operations. There was a general decline in registered vacancies reflecting both the fall-off of job orders and the oversupply of clients.

VACANCIES NOTIFIED AND PLACEMENTS BY INDUSTRY CMC WHITEHORSE, MONTHLY AVERAGES

Industry	Vacancies			Placements		
	Jan.-Mar. 1975	Oct. 1974	-Dec. 1974	Jan.-Mar. 1975	Oct. 1974	-Dec. 1974
Mines	26	58	38	23	52	36
Other Primary		2	1	-	1	1
Manufacturing	3	7	3	3	5	3
Construction	13	42	31	13	39	25
Transportation, Communication and Utilities	12	39	12	14	16	12
Trade	18	29	29	14	16	24
(Wholesale)	(4)	(12)	(9)	(3)	(9)	(7)
(Retail)	(14)	(16)	(19)	(11)	(7)	(17)
Finance, Insurance & Real Estate	2	2	3	1	2	3
Services	65	60	77	52	39	63
(Health, Education & Welfare)	(5)	(2)	(3)	(5)	(2)	(2)
(Personal)	(50)	(31)	(60)	(41)	(48)	(15)
(Other)	(10)	(27)	(14)	(6)	(23)	(14)
Public Administration	52	67	78	51	61	74
TOTAL	192	306	272	171	232	241

CLIENTS AND VACANCIES REGISTERED BY OCCUPATION CMC WHITEHORSE, MONTHLY AVERAGES

Occupational Group	Clients Registered			Vacancies Registered		
	Jan.-Mar. 1975	Oct. 1974	-Dec. 1974	Jan.-Mar. 1975	Oct. 1974	-Dec. 1974
Managerial & Technical	162	61	121	5	13	7
Clerical & Sales	373	160	276	16	20	15
Services	312	133	222	21	33	36
Farming, Fishing, & Trapping	5	-	3	-	-	-
Forestry	8	1	12	-	2	-
Mining	60	2	27	-	3	6
Processing	16	3	11	-	2	-
Machining	17	6	8	-	1	1
Product Fabrication & Repair	59	21	41	10	14	21
Construction	800	281	547	3	15	5
Transport Equipment Operating & Material Handling	170	46	127	1	22	23
Other Crafts & Equipment Operating	10	1	8	-	-	-
Not Elsewhere Classified	1	-	-	-	-	-
Students	-	-	-	-	-	-
TOTAL	1992	715	1403	56	125	348

The year-over-year increases in client registrations were greatest for males 25 years and older, while female registrations, though rising in actual numbers, declined as a percentage of the total. Registrations of younger clients (under 25 years) of both sexes were up from 1974, but had declined as a percentage of the greatly increased total. Comparison with the last quarter of 1974 shows a somewhat different trend; the increase was concentrated among males aged 20 to 24 and to a lesser degree, among males age 45 to 64.

Occupational shortages eased in comparison with the previous quarter and the comparable quarter of 1974. Among service occupations, specialty cooks and waitresses were still in short supply in early 1975. Sheet metal workers in the machining group and electricians in the construction area remained as moderate shortages. The product fabrication and repair group continued its 1973 and 1974 record as the prime shortage area, though at reduced levels. The emphasis was on millwrights and heavy duty mechanics, with lesser demands for an aircraft maintenance engineer, diesel technician, and repair electrician.

The first quarter Whitehorse Review article anticipated no rise in mining employment beyond the level of 1,300 jobs. However, in the first quarter of 1975, employment in the five producing mines in the Yukon averaged 1,320 persons, compared to 1,210 in the same period of 1974. In view of the general easing of world demand for base metals that the Yukon produces (lead, zinc, copper), this 9 per cent increase in employment is surprising. Since ore volumes mined are not increasing, it appears that the slacker overall labour market has allowed the mines to achieve their desired complement of staff for the first time. Mining exploration is expected to be active in the territory this year with a 50% increase in intended expenditures.

The small forest products industry was closed during the early part of the quarter due to market weakness. By March, however, Yukon Forest Products at Watson Lake were re-hiring their 30 employees to produce for the Yukon market, and the possibility of sales in Alaska.

By late March work had resumed on the Dempster and Skagway-Carcross Highways, and contracts were being let for some twenty miles of reconstruction on the Alaska Highway south of Whitehorse and for a \$1 million bridge at Lower Liard. Home construction, including public housing is expected to be active in the coming months. Local governments are making 240 lots available by early summer.

In the retail trade sector increased wages have had a stabilizing effect; turn-over has been much reduced thereby reducing demands for sales clerks.

In the tourism sector, activity was low due to seasonal factors. Highway lodges began recruiting in preparation for April openings, but wages for waitresses and short order cooks were low (\$2.50 to \$3.00). At wages of \$3.20 to \$3.25 there is difficulty in hiring desk clerks as well.

In the field of public administration, there are no indications of substantial expansion in the coming year. The increase in the Territorial budget is likely to be absorbed by inflation. The relative stability of this sector, the largest employer in the Yukon, adds strength to the over-all employment situation even in periods of little growth.

EMPLOYMENT IN YUKON MINES BY QUARTER

	1975	1974	1973	Change 1974 to 1975
First Quarter	1,320	1,210	1,077	+ 9%
Second Quarter.....		1,121	1,131	-
Third Quarter.....		1,279	1,155	-
Fourth Quarter.....		1,286	1,166	-
Annual Average		1,224	1,132	-

SUMMER EMPLOYMENT PROGRAMS FOR STUDENTS

Both the Federal and Provincial Governments again this year have planned a variety of programs to provide jobs for students. Government of Canada programs are under the designated plan "Summer 1975" which is an interdepartmental plan coordinated by the Department of Manpower and Immigration. Government of British Columbia programs are under the designated plan, "Careers 75", mounted by the Employment Programs Branch, B.C. Department of Labour.

Canada Manpower Centres for Students will supplement the efforts of regular Canada Manpower Centres in helping students find jobs. These offices are staffed by graduate and student assistants who will handle employment enquiries and registrations.

GOVERNMENT OF CANADA PROGRAMS

Opportunities for Youth is the largest "Summer '75" direct employment program in which young people aged 16 to 25 work together to plan and implement creative and useful projects dealing with community needs. Criteria needed are: benefit to participants; youth involvement; benefit to the community; innovation; feasibility; project costs.

Job Exploration by Students will match potential high school dropouts with employers to give the students a chance to sample the work world.

Student Community Services employs students and mobilizes community volunteers to strengthen the voluntary organizations.

Youth Hostels will hire students to run hostels, set up by local organizations, which will offer accommodation and cultural activities to travellers at \$1.00 per night.

Travel and Exchange will assist young people to learn about traditions and ways of life in different parts of the country by funding travel expenses. Preference will be given to student groups from low-income areas or who are handicapped or geographically isolated.

Cadet Training will provide cadet training to youths who would otherwise not be able to participate.

Reserve Training is an eight-week paid military training program for youths aged between 17 and 34, who meet the Canadian Forces' Primary Reserve requirements.

Community Assistance Program provides employment to youth through militia-supervised projects that are beneficial to the community.

Public Service Employment is employment in the federal government in career-oriented positions, open to post-secondary students, and clerical and other non career-oriented positions open to all students.

Summer Puppet Program will hire a small group of students to present an educational puppet show to children in parks and playgrounds.

Drug Research and Street Agencies enables community agencies to hire students to provide services to people with a variety of drug and alcohol-related problems. Scholarships are also given to university or college students to do drug research.

Parks Canada will hire students, particularly native youth, to man various facilities in camp grounds, swimming pools, and information offices, and to interpret programs for visitors.

Native Summer Employment will employ native students in all program areas in headquarters and field offices of the Department of Indian Affairs and Northern Development.

Northern will provide jobs for Indian students, mainly in the Yukon and Northwest Territories, through replacement of staff on leave, and participation in special projects and surveys.

Indian High School will employ Indian students to improve living conditions on Reserves. The projects are to be identified by Indian Band Councils.

Tourist Survey Project will involve students in various market research operations in 12 Canadian airports to evaluate the general services available to the Canadian travelling public.

Improvement Agriculture will hire students in ongoing Agriculture Canada activities and special studies.

Revenue Canada, a Customs and Excise program, involves research and developmental proposals which will be conducted by students in the areas of customs operations, personnel administration, excise, and laboratory and scientific services.

Energy, Mines and Resources will employ students on projects relating to ongoing scientific and administrative activities in the field of energy and resource management and evolution.

Fifth U.N. Congress will employ students to support, plan and assist in the implementation of the Fifth United Nations Congress in the Prevention of Crime and the Treatment of Offenders.

Information and Evaluation Program is designed to encourage employers to hire students, and to provide information about Summer '75 to students. A national advertising campaign, publications, audio-visual displays, and other promotional activities are being carried out. In order to help develop the 1976 program, an evaluation will be made of student awareness on the Summer '75 program.

CAREERS '75 PROGRAMS — PROVINCE OF BRITISH COLUMBIA

WIG '75, or Working in Government, is employment for students in provincial government departments working as replacements of staff on leave, or on new innovative projects on an experimental basis.

Students on Farms and in Industry will provide small businesses or farms with wage supplements on hiring students.

SWIM '75, or Students Working in Municipalities, will employ mainly high school students, with a percentage of post-secondary students for supervisory purposes, in projects to be administered by the municipalities.

STEP '75, or Student Temporary Employment Program, allows regional districts to hire students for a variety of projects.

Professions for Tomorrow provides wages for graduate students who engage in career-oriented employment.

Location of the CMC for Students	Address CMC for Students	Telephone	Graduate Assistant Officer-in-Charge
Abbotsford	33228 Walsh Street	853-4407	Gayden Hemmans
Burnaby	4624 Imperial Street	438-6266	Lynn Haigh
Campbell River	972 Island Highway	287-9529	Rob Jones
Chilliwack	#15 - Marco Plaza 8635 Young Road, South	792-1371	Marie Seto
Cranbrook	#9 - 14th Avenue, South	426-7287	Yvonne Zarowny
Kamloops	750 Fortune Drive	376-5568 376-5569	Cheryl Latiff
Kelowna	CMC Kelowna 471 Queensway Avenue	763-8624	Bill Carne
Nanaimo	#14 - 20 Front Street	754-6371	Jan Phillips
Nelson	502 Vernon Street	352-3183	Peter Dimitrov
New Westminster	#103 - 416 - 6th Street	525-5396	Barbara Saint
North Vancouver	142 A West 15th Street	984-9177	Susan Valdes
Penticton	CMC Penticton 245 Winnipeg Street	492-3848 local 33	Carol Payne
Prince George	1460 - 6th Avenue	562-2161	Joyce Johnston
Richmond	#306 - 805 Anderson Road	273-0487	Jennifer Smith
Surrey	13474 - 104th Avenue	588-9966 588-9967	Dorio Lucich
Trail	1410 Bay Avenue	368-6816 368-8418	Susan Charlton
Vancouver - Howe St.	432 West Hastings St.	666-1931	Jim Shea
Vancouver - 10th Avenue	936 Kingsway, V5V 3C4	873-5491	Richard DeBeck
Vernon	2901 - 32nd Street	545-2926	David Lukey
Victoria	824 Johnson	383-3511 383-3481	Pat Torrison
Whitehorse, Y.T.	2068 - 2nd Avenue (for mail, please use CMC address — 101 Federal Building Whitehorse, Y.T. Y1A 2B5	667-4236	Kay Trevelyan

CMC's WITH STUDENT ASSISTANTS

Location	Address	Zip Code	Telephone
Courtenay	231 Fourth Street	V9N 5N2	334-3151
Dawson Creek	1005 - 104th Avenue	V1G 2H9	782-5877
Duncan	#101 - 435 Trunk Road	V9L 2P8	748-8111
Fort St. John	10139 - 101st Avenue	V1J 2B4	785-6166
Kitimat	Room 311, Federal Building City Centre	V8C 1T6	632-4691
Port Alberni	405 Argyle Street	V9Y 1U9	724-0151
Powell River	4812 Joyce Avenue	V8A 3B8	485-2721
Prince Rupert	138 West Third Avenue	V8J 1K8	624-9671
Quesnel	346 Reid Street	V2J 2M4	992-5538
Smithers	1090 Main Street - Box 1028	V0J 2N0	847-3248
Terrace	4630 Lazelle Avenue	V8G 1S6	635-7134
Williams Lake	99 North 2nd Avenue	V2G 1Z3	392-4184
100 Mile House	Ste. A 201 Seventh St. W. (parent CMC, Williams Lake)		395-4212
Provincial Representatives Only			
Burns Lake	P.O. Box 747 Sandra Lavallie	V0J 1E0	692-7146
Vanderhoof	P.O. Box 1460 1774 Stewart Avenue	V0J 3A0	567-4795



CANADA MANPOWER CENTRES – PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street, P.O. Box 460	453-2221
Burnaby	5000 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road East, P.O. Box 367	792-1371
Courtenay	231 Fourth Street	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 – 104th Avenue	782-5877
Duncan	101 – 435 Trunk Road	748-8111
Fernie	461 3rd Avenue, Box 760	423-6806
Fort St. John	10139 – 101st Avenue	785-6166
Fort Nelson	2nd Floor, Sikinni Building, P.O. Box 596	774-2727
Hope	777 Fraser Street, P.O. Box 69	869-9901
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Kitimat	Room 311, Federal Building, City Centre	632-4691
Nanaimo	65 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
Penticton	Suite 109, 245 Winnipeg Street	492-3843
Port Alberni	405 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4812 Joyce Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Federal Building, Bridge & Kinley Street	295-6951
Quesnel	346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563B # 3 Road	273-6431
Smithers	1090 Main Street, P.O. Box 1028	847-3248
Surrey	10072 King George VI Highway	588-5981
Terrace	4630 Lazelle Avenue	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vanderhoof	P.O. Box 1460, 1774 Stewart Avenue	567-4795
Vernon	3202 – 31st Street	545-2125
Victoria	810 Fort Street	388-3481
Whitehorse	101 Federal Building	667-4238
Williams Lake	99 North Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Sir William Dawson School, 951 Helmcken Street	685-0842
Vancouver	Vancouver City College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Vocational Institute, 250 West Pender St.	681-8111
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES – PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	1005 – 104th Avenue, P.O. Box 237	782-5877
Douglas	P.O. Box 28 (via White Rock)	536-7671
Huntingdon	Huntingdon	853-5945
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	400-550 Victoria Street	562-5534
Prince Rupert	138 Third Avenue West	624-9671
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	2nd Floor, Sandwell Bldg., 1550 Alberni Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3614
Whitehorse	101 Federal Building	667-4238

MANPOWER CONSULTATIVE SERVICES

Vancouver	Senior Officer MCS, P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-6507
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ECONOMIC ANALYSIS AND FORECASTS BRANCH

Vancouver	Director, Regional Economic Services P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1135
Vancouver	Assistant Regional Economist P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1131

District Economists:

Kamloops	North Central Area Suite 203 – 611 Lansdowne Street	372-2584
Kamloops	Okanagan-Kootenays Area Suite 203 – 611 Lansdowne Street	372-2584
Vancouver	Vancouver Island Area P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1134
Vancouver	Metro Vancouver Area P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1133

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- Provide both employers and employees with up-to-date labour market information

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HON. ROBERT ANDRAS
MINISTER



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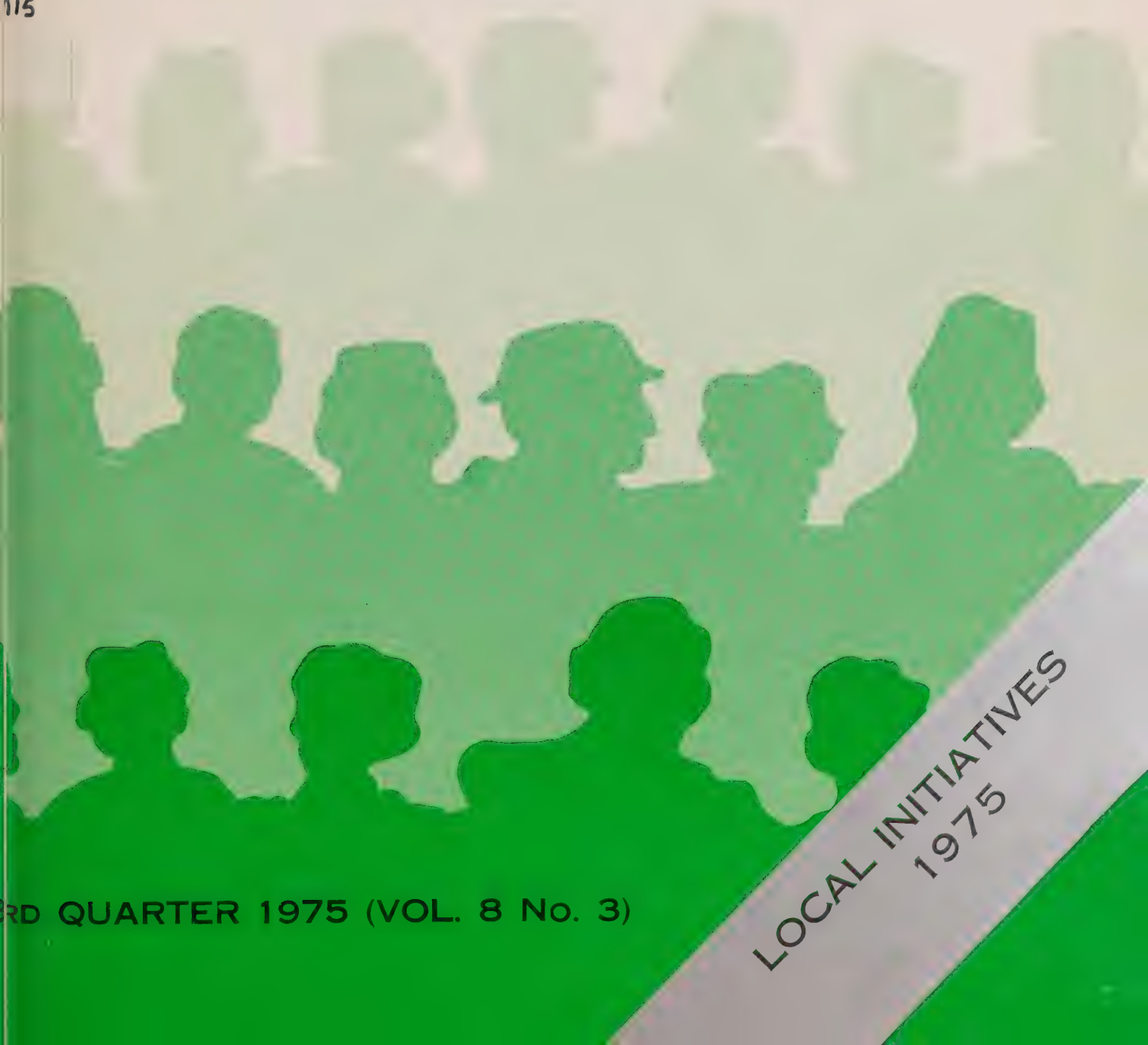


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12
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LOCAL INITIATIVES
1975

RD QUARTER 1975 (VOL. 8 No. 3)

JOB TRAINING FOR YOU

Are you having a hard time finding a job? Perhaps you don't have a skill that is now in demand. You may need training.

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There are openings in the following courses:

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et Immigration
Robert Andras, Ministre

Pacific Manpower Review

3rd quarter, 1975

Department of Manpower and Immigration
Economic Analysis and Forecasts Branch
Pacific Region Office

NOTE
PACIFIC MANPOWER REVIEW NOW
PUBLISHED BI-ANNUALLY

Henceforth **only two issues** of the Pacific Manpower Review will be published annually – a mid year and end of year issue. The next issue is scheduled for January 1976.

Foreword

The **Pacific Manpower Review** is now published bi-annually by the Economic Analysis and Forecasts Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

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TABLE 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
BRITISH COLUMBIA
(Estimates in 000's)

	Second Quarter	First Quarter	Second Quarter	% Change
Actual	1975	1975	1974	Second Quarter
				1975/1974
Labour Force	1,133	1,079	1,056	7.3
Employed	1,043	976	997	4.6
Unemployed	90	103	59	52.5
Participation Rate*	61.1%	58.7%	59.4%	—
Unemployment Rate	7.9%	9.6%	5.6%	—
Seasonally Adjusted				
Labour Force	1,119	1,094	1,046	7.0
Employed	1,029	1,005	989	4.0
Unemployed	90	89	57	57.9
Participation Rate*	60.4%	59.5%	58.9%	—
Unemployment Rate	8.0%	8.1%	5.5%	—

*Labour Force as percentage of population 14 years of age and over.

The seasonally adjusted series is subject to periodic revision when more up-to-date estimates of change in seasonal patterns become available.

Source: *The Labour Force, Statistics Canada # 71-001*

THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

A shift to a lower rate of employment growth has been evident in B.C. since mid-1974 following severe cutbacks in export demand for forest and mineral products. From one year ago employment in the goods producing industries is down significantly but employment in the service industries has expanded sufficiently to produce moderate overall gains. Labour force growth, in contrast, has remained stronger than employment growth during the past twelve months which has caused unemployment to rise to an historically high level. For the remainder of 1975, little change is expected in the primary sector beyond a slight worsening of the situation because of industrial disputes. A further delay in the recovery from recession is possible if B.C. Rail contract negotiations lead to a strike. This would have the greatest impact on the interior forest industry.

Employment forecasts for 1976 reflect slower than normal growth over an extended recovery period. A lag in employment growth following the general upturn in the economy is expected as unused capacity is taken up first. A slow build up rather than a sharp rebound is anticipated for the resource industries in line with gradual recovery in the economies of the U.S. and Japan, the two major sources of export demand for B.C. primary metals and wood products. Because of the sharp decline in corporation profits that has occurred in the primary sector new business investment on plant and equipment is being moderated significantly.

EMPLOYMENT: REVIEW AND OUTLOOK

A combination of disruptive industrial disputes and general economic weakness restrained this year's normal spring and summer employment growth. In June of this year the level of employment in B.C.'s goods producing industries was unchanged from the level of June 1974. Fortunately the service producing industries have continued to grow sufficiently to produce a net overall gain from last year. There are indications now that growth in these industries is beginning to show.

TABLE 2

EMPLOYMENT BY INDUSTRY BRITISH COLUMBIA: QUARTERLY AVERAGES

	Second Quarter 1975	Second Quarter 1974	Percent Change
Primary Industries.....	72,000	68,000	5.9
Manufacturing	170,000	180,000	-5.6
Construction	83,000	78,000	6.4
Total Good Producing	326,000	326,000	0.0
Transportation, Communication & Other Utilities.....	102,000	104,000	-1.9
Trade	186,000	189,000	-1.6
Finance, Insurance & Real Estate	56,000	49,000	14.3
Community, Business & Personal Services	307,000	265,000	15.9
Public Administration	67,000	65,000	3.1
Total Service Producing.....	717,000	671,000	6.9
ALL INDUSTRIES.....	1,043,000	997,000	4.6

Source: Labour Force Survey

Currently the entire forest industry is involved in contract negotiations with a strike underway in the pulp and paper sector. In terms of its impact on the economy this industry with its manufacturing component is the most important in B.C. Before the pulp and paper strike nearly 4,000 fewer workers were employed in logging and about 12,000 fewer were in wood products manufacturing compared to a year ago. For the first time all wood and pulp workers are bargaining jointly for a one year contract.

Although the demand for plywood and shingles has picked up slightly lumber inventories remain high.

These high inventories will delay the industry's recovery from the 1974 cyclical downturn. Adding to the industry's difficulties is the recent market weakness for pulp and paper. Apart from the pulp and paper strike in progress the growing surplus of wood chips will result in further logging layoffs. A substantial increase in housing starts to about twice the present level in the U.S. and Canada is needed to absorb lumber inventories and restore production to the capacity level. Housing starts in the U.S. now show an increasing trend but no significant increase in lumber demand is expected before 1976.

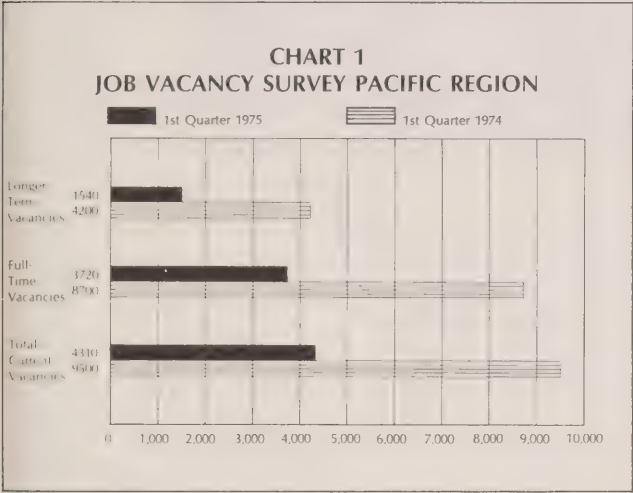
Seasonal employment conditions in the primary industries deteriorated further during the third quarter with the strike of about 7,000 fishermen and shore-workers. This is on top of a very poor year for fishing generally. In the mining industry the situation remains relatively unchanged. Coal mining activity and development remains strong but markets and employment conditions in the primary metal sector have not improved. New developments such as a copper refinery and a steel mill in B.C. are under consideration but final decisions likely will be influenced by world copper prices, and in the case of the steel mill, the outcome of extensive feasibility studies.

In the remaining goods producing industries the level of activity has not changed much from a year ago. Moderate expansion of employment is still going on in shipbuilding and rail car manufacturing while equipment manufacturers supplying the primary industries have reduced employment. The closure of a large metal fabricating plant and a truck manufacturer have been announced. Construction employment showed the normal seasonal increase this year in the commercial and industrial sector but housing remains well below potential. Housing starts in the urban areas of B.C. are down about 37 per cent from last year.

During this recessionary period the service industries managed to maintain relatively strong growth. These industries generally do not experience such wide fluctuations in demand as the manufacturing industries. A great deal of the employment expansion has occurred in services to business with the growth of part-time employment and temporary help agencies. Only recently has service industry growth begun to subside. All levels of government facing cost pressures have cut back on hiring and there is some evidence that the usual summer tourist trade may be down from last year.

JOB VACANCY SURVEY

The Job Vacancy Survey conducted by Statistics Canada provides estimates of the number of unfilled jobs on any day in a three month period. Estimates are provided in occupational, industrial and geographic detail. Latest data available for B.C., in Chart 1 below, is for the first quarter of 1975. At that time the number of full time vacancies averaged 3720 a drop of 57 per cent from the first quarter of 1974. Longer term vacancies (over 30 days) dropped by 63 per cent from 4200 to 1540 over the same period.



OPERATIONAL STATISTICS

Continuing labour market weakness is reflected in Operational Statistics (Table 2) of the Department of

Manpower and Immigration. More clients are registered for employment compared to a year ago but the number of vacancies notified by employers is down significantly from a year ago. When this situation occurs during the second quarter students seeking summer employment must compete for jobs with unemployed experienced workers.

TABLE 3
OPERATIONAL STATISTICS
PACIFIC REGION*

	QUARTERLY AVERAGES			Percent Change Second Quarter 1975/1974
	Second Quarter 1975(p)	First Quarter 1975	Second Quarter 1974	
Registered Clients ¹				
(MAN 757).....	115,258	102,734	96,378	19.6
Registered Vacancies ²				
(MAN 757).....	7,162	4,942	13,597	-47.3
Placements ³				
(MAN 751).....	11,336	6,488	15,173	-25.3
Occupational Shortages ⁴				
(OSS).....	789	727	1,728	-54.3
<div>1. Registered clients without employment seeking full-time or part-time work (month-end)</div> <div>2 Registered vacancies (month-end)</div> <div>3 Regular placements plus transfers out</div> <div>4 A vacancy which has remained unfilled for 30 days or longer</div> <div>(p) = Preliminary</div> <div>* = Includes Yukon</div>				

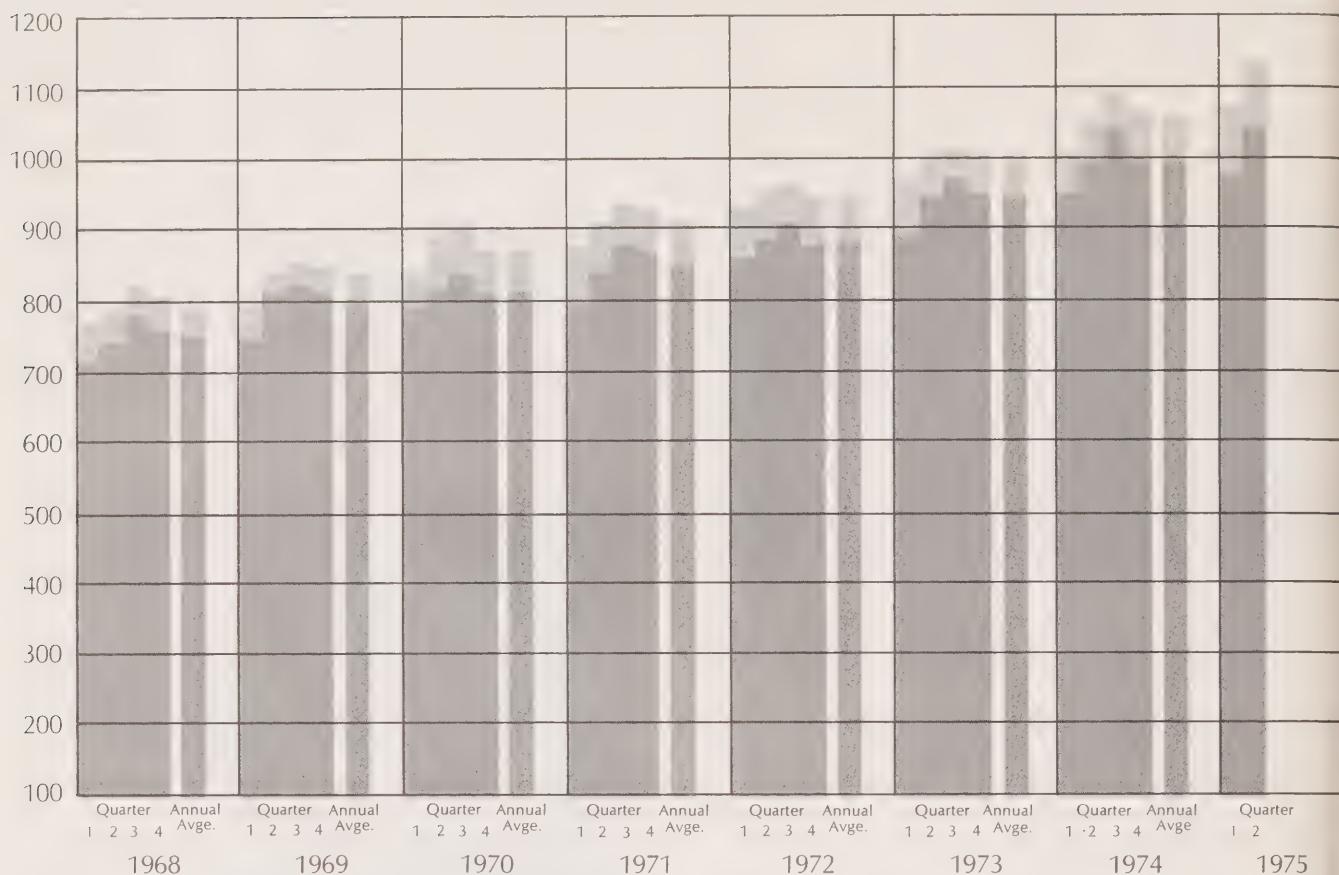
QUARTERLY AVERAGES 1968-1975

Labour Force

Employed

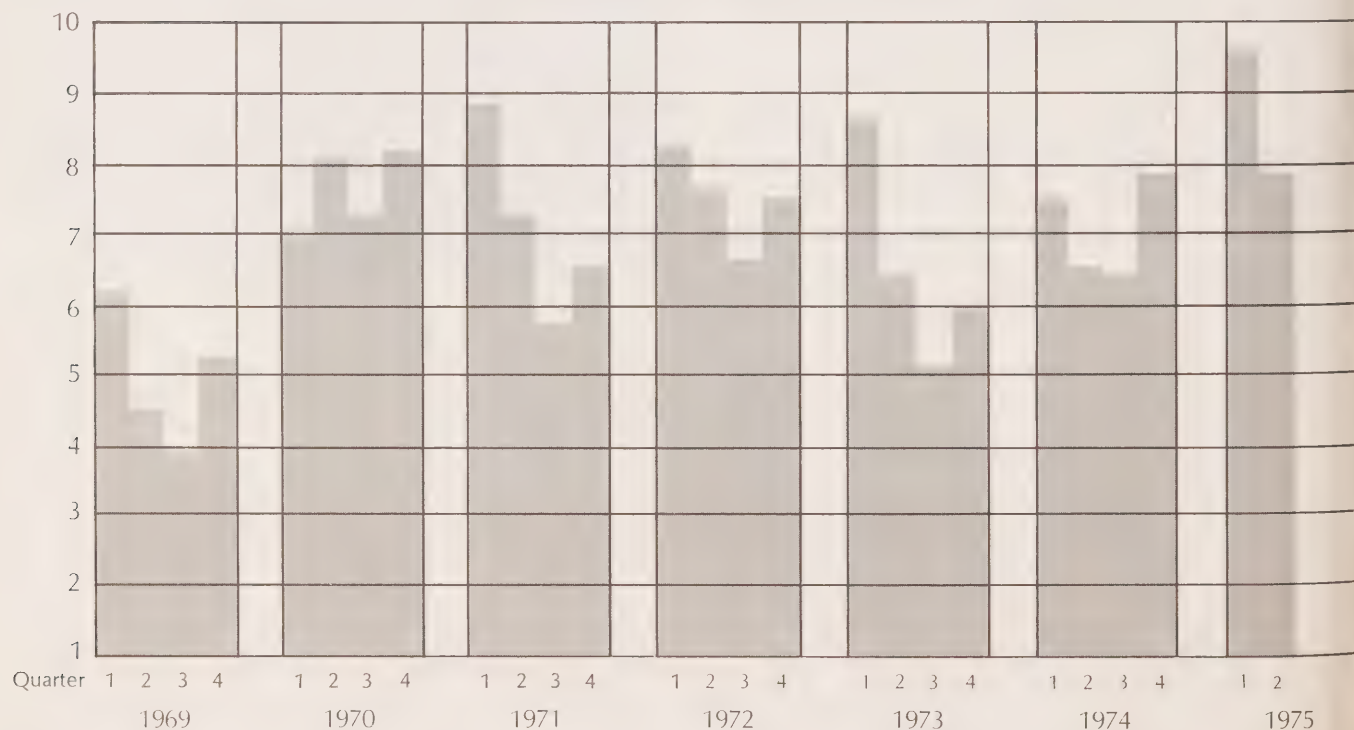
THOUSAND

BRITISH COLUMBIA



QUARTERLY AVERAGE UNEMPLOYMENT RATES

PERCENT



LABOUR FORCE: REVIEW AND OUTLOOK

In the second quarter of 1975, the rate of entry to the labour force continued to exceed the rate of increase of employment. Total employment increased by 2.4% over the previous quarter, while the labour force grew by 3.6%. In the longer term, although employment growth was strong between the second quarter of 1974 and the second quarter of 1975, at 4.1% it lagged well behind the growth of the labour force which increased in size by 7.2%. The number of unemployed individuals increased to 94,000 in June 1975, 65% above the number in June 1974.

TABLE 4

LABOUR FORCE IN BRITISH COLUMBIA BY AGE AND SEX GROUP SECOND QUARTER 1975

(in 000's)

	14-19	20-24	25-34	35-44	45+	Total
Male	74.7	96.0	196.7	148.3	209.3	724.7
Female	59.3	71.3	104.3	73.7	99.6	408.0
Total	134.0	167.3	301.0	222.0	308.6	1132.9

The major factor affecting the growth of the labour force has been the entry of young workers, particularly women. In the 20 to 34 age group, the labour force grew by about 12% between the second quarter of 1974 and the second quarter of 1975. The increase in this age group accounted for 66% of the total increase in the labour force. While this group made up only 41% of the labour force in the second quarter, it accounted for an estimated 57% of the unemployment in the province. In the 20 to 24 age group, the number of women increased by nearly 19% while in the 25 to 34 group, the increase was just over 24%. The number of men in both the 20 to 24 and the 25 to 34 groups increased by about 7%, well above the average increase of 4% for all men.

It is evident that since the late 1950's, there has been a strong trend towards increasing labour force participation on the part of women. However, increases in the participation of women between June 1974 and June 1975 were more than three times as large as the province's annual increase. This indicates that many of the women of child bearing age who have entered the work force in the last twelve months are likely additional workers' entering as a result of the inability

of primary wage earners to increase or even maintain family incomes in a period of inflation and unemployment. The extent to which recent increases in female participation will be reversed when inflation subsides and employment of males in the primary industries recovers is difficult to predict. It will depend on two factors: the continued availability of employment for women, and the ability of families to adapt to the inconvenience associated with the absence of another adult from the home for a large part of the day.

TABLE 5
GROWTH OF LABOUR FORCE IN
BRITISH COLUMBIA
BY AGE AND SEX GROUP
SECOND QUARTER 1974 TO
SECOND QUARTER 1975

	14-19	20-24	25-34	35-44	45+	Total
Male	2.8%	7.0%	6.7%	2.3%	2.1%	4.0%
Female	5.9%	18.8%	24.2%	10.5%	6.8%	13.3%
Total	5.2%	11.8%	12.2%	4.9%	3.5%	7.2%

The response of the rate of unemployment to recovery in the economy will largely depend on the ability of employers to provide work for individuals in the 20-34 age group as well as the attachment of these individuals to the labour force. It is anticipated that many individuals — particularly women — who were previously considered to be marginally attached to the labour force will develop stronger ties as larger numbers of more varied jobs become available to them. The response of the rate of unemployment among men in this age group will be tempered by the number of entry level jobs generated by the recovery. Employers tend to retain very productive and experienced workers during recessions, even when their presence on the job is not required to maintain current output. As a result, employment of young and inexperienced workers tends to lag behind other economic indicators in a recovery. Slack in the form of excess capacity in labour and capital is taken up before new inexperienced workers are hired. For this reason unemployment among men 20-34 is expected to persist in the opening stages of the recovery.

The inflow of immigrants continued in the first quarter of 1975. 6,971 individuals or 16% of the total number of

TABLE 6
UNEMPLOYMENT RATES IN
BRITISH COLUMBIA
BY AGE GROUP
SECOND QUARTER 1974 AND
SECOND QUARTER 1975

	14-19	20-24	25-44	45+	Total
1974.....	13.2%	8.7%	3.9%	3.4%	5.6%
1975.....	18.0%	13.0%	6.0%	4.5%	7.9%

new arrivals to Canada planned to settle in British Columbia, exceeding the number entering in the first quarter of 1974 by a slight margin. About 58% or 4,040 of these people are expected to join the labour force.

It is anticipated that in the second half of 1975 the lagged effect of sustained unemployment in the province will reduce the number of immigrants planning to settle in B.C. Continuing high unemployment is also expected to discourage migration of Canadians from other provinces to B.C. The relatively strong growth of employment in Alberta may stimulate an outflow of migrants from British Columbia to that province.

QUARTERLY IMMIGRATION BY PROVINCE OF DESTINATION

Province	1975 1st Qtr	1974 4th Qtr	1974 3rd Qtr	1974 2nd Qtr	1974 1st Qtr
British Columbia	6,971	8,175	10,251	9,147	6,908
NWT & Yukon	64	76	73	86	65
Alberta	3,213	3,625	4,244	3,684	2,736
Saskatchewan	593	608	603	563	470
Manitoba	1,571	1,785	2,020	1,994	1,624
Ontario	24,014	28,974	33,635	32,242	25,264
Quebec	5,861	7,522	9,710	9,340	6,886
Newfoundland	184	239	303	253	241
Nova Scotia	447	585	721	749	546
New Brunswick	467	419	660	638	490
Prince Edward Island	63	56	92	91	72
Grand Total	43,448	52,064	62,312	58,787	45,302

TABLE 7

MAJOR COLLECTIVE BARGAINING AGREEMENTS EXPIRING BEFORE YEAR-END (1975)

Expiry Date	Employer or Bargaining Agency	Union	Employees Covered
31 July	B.C. Railway	Several Operating Unions	1,939
30 Sept	Government of B.C.	Several Unions	32,229
30 Sept	Canfor Ltd (Chetwynd Div.)	I.W.A., Local 1-424	1,000
20 Sept	Towboat Industrial Relations Association of B.C.	Merchant Service Guild & Railway Transport & General Workers & Seafarers	1,700
30 Sept	University of British Columbia	Assn. of University & College Employees Local 1	1,200
30 Sept	Workmen's Compensation Board	W.C.B. Employees	1,200
14 Oct	Finning Tractor & Equipment Co.	Machinists, Local 692	743
23 Oct	Aluminum Co. of Canada Ltd	Canadian Aluminum Smelter & Allied Workers, Local 1	1,950
31 Dec	B.C. Assn. of Hospitals and	Health Sciences, Nurses & Misc. Services	14,300
31 Dec	B.C. School Trustees Association (representing 74 School Districts)	B.C. Teachers Federation	23,500
31 Dec	Kaiser Resources (Sparwood Div.)	Mine Workers, Local 7292	1,300
31 Dec	Lafarge Cement et al	Teamsters, Local 213	1,300
31 Dec	Municipal Labour Relations Bureau (representing City of Vancouver, Richmond, Burnaby, Delta, City of North Vancouver, North Vancouver District, Vancouver Parks Board, North Vancouver Recreation Commission, North Shore Union Board of Health)	C.U.P.E., Locals	5,500
31 Dec	Transport Labour Relations	Teamsters (Master Freight & Cartage), Local 213	5,500
31 Dec	Vancouver City	C.U.P.E.	3,300
31 Dec	Vancouver City Board of Police Commissioners	Vancouver Policeman's Union, Local 1	814

OCCUPATIONAL DEVELOPMENTS

Occupational Shortages

Canada Manpower Centres collect information on jobs which have remained unfilled for at least thirty days.

These reports on "Occupational Shortages" provide information with both occupational and geographical detail. Manpower counsellors across Canada use this information as an indicator of possible locations where employment may be found for clients, and as one input to career counselling information. The number of shortages reported also serves as a measure of excess demand for labour. Quarterly data from the survey are presented in Table 8 below.

TABLE 8

ESTIMATED OCCUPATIONAL SHORTAGES PACIFIC REGION

(QUARTERLY AND ANNUAL AVERAGES)

	1975	1974
First Quarter.....	727	1,349
Second Quarter.....	789	1,728
Third Quarter.....		2,260
Fourth Quarter.....		1,715
Annual.....		1,763

The total number of shortages reported during the second quarter of 1975 was 54 per cent lower than the comparable figure over one year ago. From the previous quarter the list of shortages in high and moderate demand grew slightly, reflecting the influence of seasonal factors.

High Demand

Industrial, Farm and Construction Machinery
Mechanics and Repairmen
Secretaries and Stenographers
Motor-vehicle Mechanics and Repairmen
Nurses, Graduate, except Supervisor

Moderate Demand

Barbers, Hairdressers and Related
Typists and Clerk-typists
Chefs and Cooks
Welding and flame cutting
Physiotherapists, occupational and other

Forward Occupational Imbalances Listing (Foil)

Short-term forecasts of occupational imbalances oriented to more localized conditions are generated by the Department's FOIL system. This process was briefly outlined in the Manpower Review, Pacific Region, second quarter of 1975 (volume 8, number 2.) FOIL results are summarized by the terms 'excess supply' and 'excess demand.' The term 'excess supply' refers to a quantity of labour of a particular type in a region, which exceeds the requirements for that type of labour. 'Excess demand' means that the requirement for a particular type of worker in an area is greater than the number of individuals qualified and available to fill the positions open. Three levels of excess supply or demand are distinguished and these distinctions are, of necessity, somewhat arbitrary. The absence of any such distinctions would provide an overly simplified black and white picture, while more categories would tend to blur the distinctions that the categories are intended to illustrate.

The three categories used to distinguish the degree of severity of occupational imbalance are as follows:

Excess Supply		Excess Demand	
SS	Slight Supply	SD	Slight Demand
MS	Moderate Supply	MD	Moderate Demand
ES	Extreme Supply	ED	Extreme Demand

Summarized in the following two tables are the latest quarterly updates of FOIL results.

TABLE 9
Forward Occupational Imbalances Listing (Pacific Region)
Excess Supply

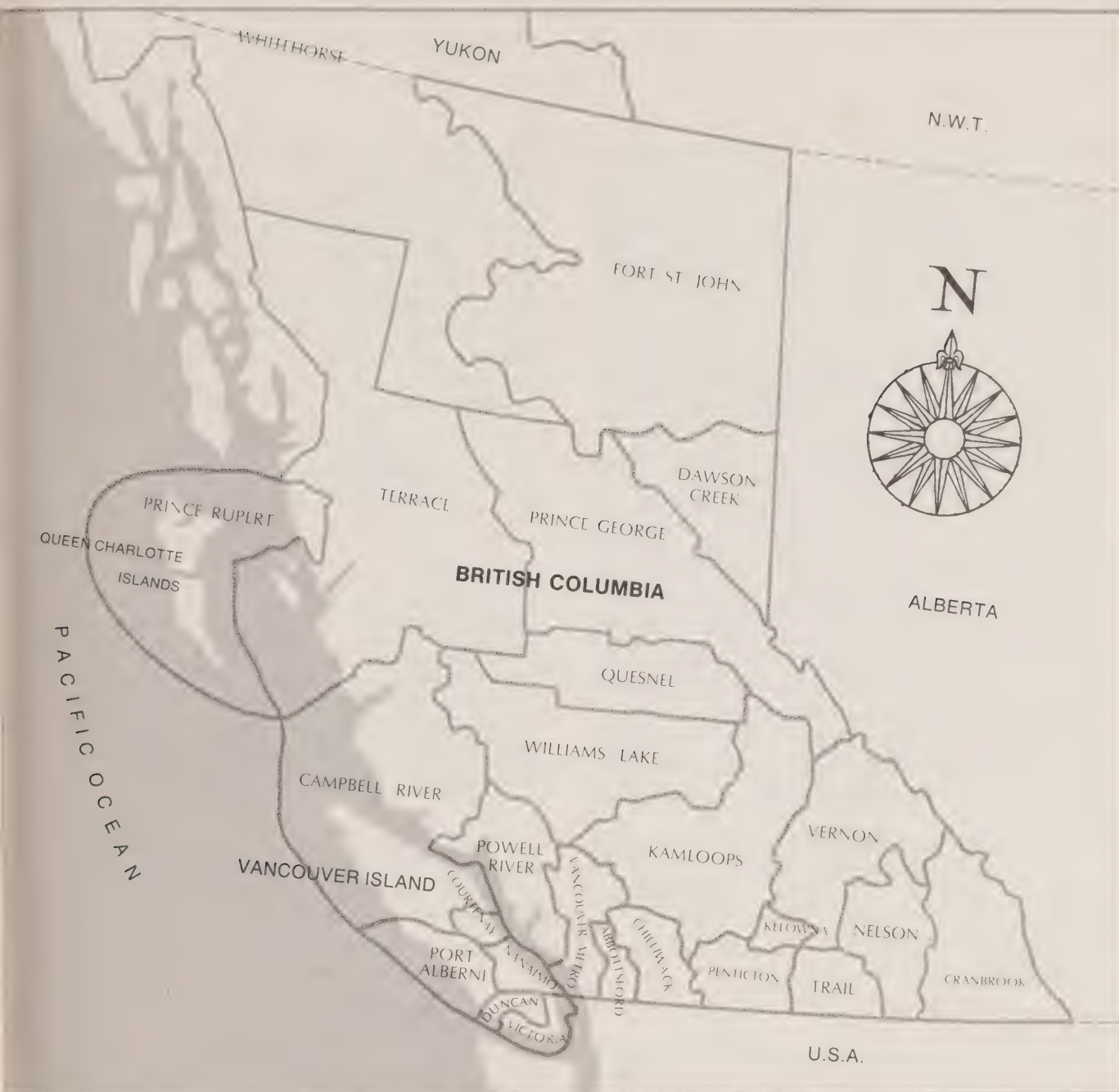
CCDO Code	Occupational Title	7 Digit CCDO Code	Rank and Comments
1137	Sales Management	MS:	
1145	Management Occupations Construction	MS:	MS: small number of vacancies, growing supply of individuals, decreasing demand for them
2161	Surveyors	SS: seasonal work	
2331	Social Workers	SS:	
2793	Post Secondary Teachers	ES:	all categories of teachers in excess supply
2799	Other teaching	MS:	
4133	Tellers	MS:	have been vacancies but now none, low pay, low skill, poor working conditions, but few tellers quitting now
4151	Production Clerks	SS:	
4155	Stock Clerks	SS:	
4171	Receptionists	MS:	
4197	General Office Clerks	ES:	
6121	Chefs and Cooks	MS:	except specialty 126
6123	Bartenders	ES:	
7513	Timber Cutting	ES:	
7517	Log Hoisting	ES:	
7518	Labouring, Forestry	ES:	
7713	Other Drilling	ES:	
7715	Blasting	ES:	
8238	Labouring, Wood	ES:	
8513	Fabricating, Assembling Motor Vehicles	SS:	
8711	Excavating, Grading	MS:	
8713	Paving, Surfacing	MS:	vacancy rate low
8781	Carpenters	MS:	some demand for non-union workers in some areas
8791	Plumbing, Pipe-fitting	SS:	
9155	Deck Crew, Ship	MS:	
9175	Truck Drivers	SS:	
9517	Book-binding	MS:	

NOTE: See Table 10 for Excess Demand Listing.

TABLE 10
Forward Occupational Imbalances Listing (Pacific Region)
Excess Demand

CCDO Code	Occupational Title	7 Digit CCDO Code	Rank and Comments
1135	Managers, Financial		SD: growth of banks, credit unions
2141	Architect		SD:
2143	Civil Engineers		SD: no demand mining, forestry or engineering companies, government slight demand
2144	Electrical Engineers		SD: decline in full-time and long term vacancies
2145	Industrial Engineers		SD: fairly stable
2147	Mechanical Engineers		SD: decline in full-time and long term vacancies
2163	Draughtsman	2163.126	SD: wages tend to be low
		2163.154	SD: related to construction activity
3131	Nurses, Grad		SD:
3137	Therapists		ED: therapists (physio) designated occupation
3157	Dental Hygienists		SD:
4193	Travel Clerks		SD:
5135	Salespersons	5135.126	SD: Partsmen needed
6121	Chefs and Cooks	6121.126	SD: need for specialty cooks Vancouver Island, North Central
7191	Dairy Workers	7191.110	SD: in Vancouver area, Okanagan
7516	Log Inspecting		SD:
8231	Sawmill Sawyers	8231.130	SD: in Okanagan, North Central
8313	Machinists	8313.154	SD:
		8313.162	SD:
8335	Welding	8335.114	SD: in Vancouver area
		8335.126	Specialized people in demand
8533	Electrial and Related Equipment	8533.110	SD:
		8533.126	SD:
		8533.118	SD:
8541	Cabinet Makers	8541.110	SD:
8562	Upholsterers	8562.110	SD: drop in vacancies in past 12 months but perennial shortage of qualified individuals
8581	Motor Vehicle Mechanics		MD:
8584	Industrial Mechanics	8584.122	MD:
		8584.378	MD:
8592	Marine Craft Fab		SD:
8731	Power Linemen		SD:
8733	Construction Electricians	8733.122	SD:
8782	Masons	8782.110	SD:
		8782.130	SD: some demand for bricklayers
8791	Plumbing, Pipefitting	8791.110	MD: pipefitter maintenance required

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

KANAGAN-KOOTENAY AREA:	Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon
METRO VANCOUVER AREA:	Abbotsford, Chilliwack, Vancouver Metro
NORTH CENTRAL AREA:	Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake
VANCOUVER ISLAND AREA:	Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER:	Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria
KAMLOOPS:	Dawson Creek, Kamloops, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

Summary

Unemployment rates for the Metropolitan Vancouver Area remain about two percentage points above the estimates for 1974. However, over-emphasis of this popular indicator can be misleading and can obscure other important changes in local labour market conditions.

Recent changes in the unemployment rate are *not* the product of employment cutbacks. Aggregate employment levels have grown strongly — second quarter employment was up by more than 30,000 from levels established one year ago. The growth trend is still positive, but the pace is slowing as the impacts of problems in the resource based industries spread through the Metro Area service industries. In spite of this deceleration, employment growth continues to outpace expansion of the working age population. (The employed proportion of the working age population is still growing. In the second quarter of 1975 it was about 59.1%). Labour force growth has exceeded employment increases, however, largely because of very sharp increases in participation rates (the proportion of the working age population which is engaged in labour market activity) over the last twelve months.

AVERAGE UNEMPLOYMENT RATES VANCOUVER CMA

	1975	1974	1973
1st Quarter.....	7.7	5.7	8.7
2nd Quarter.....	7.1	5.1	6.4
3rd Quarter.....	—	4.7	5.1
4th Quarter.....	—	5.7	5.4

Source: Labour Force Survey.

Employment

Growth of employment in the METRO VANCOUVER AREA accelerated slightly early in the second quarter, after three months of negligible change. This improvement and normal seasonal expansions combined to push total employment in METRO toward 580,000 (about 55% of employment in British Columbia). However, by June employment was adversely affected by industrial disputes and by weakening markets for Area service industries.

Poor markets for wood products continued to hold employment at local mills well below levels achieved

one year ago. These market-oriented problems were aggravated by expected industrial disputes in both the wood products manufacturing sector itself, and in the pulp and paper industry. (A prolonged strike in the latter sector adversely affects mills as the disposal of wood chips becomes a problem.) Local mills responded with temporary layoffs and with extended holiday shut-downs. The short term outlook for employment in wood products manufacturing is still unfavourable.

VACANCIES NOTIFIED TO METRO VANCOUVER CMC'S DURING THE QUARTER

Industry	Second Quarter 1975	Second Quarter 1974	Change
All Industries	20400	30400	- 33%
Primary Industries	1250	1600	- 23%
Manufacturing	3050	5700	- 47%
Food & Beverages.....	600	900	- 31%
Wood Industries	350	800	- 58%
Paper & Allied.....	100	150	- 47%
Metal Fabricating	300	700	- 56%
Machinery.....	200	400	- 46%
Transportation Equipment...	250	400	- 42%
Construction	1800	2250	- 20%
Transportation, Communications & Other Utilities.....	1300	1550	- 9%
Trade	2850	5400	- 47%
Finance, Insurance Real Estate.....	650	1050	- 35%
Community, Business & Personal Services	7000	9850	- 29%
Public Administration	2350	2950	- 20%

NOTE: Data rounded to 50's
Selected Manufacturing Industries only

Source: MAN 751: Report on Employment Operations by Industry

Area CMC's (Canada Manpower Centres) report that employment in small machine shops in the Area has now been restricted by continued problems in the resource industries. These new cutbacks, earlier layoffs at major truck and trailer plants, and the poor short term outlook for the goods producing industries in general, now indicate that average employment in the manufacturing sector in METRO will be about 5% lower in 1975 than it was in 1974.

Construction industry employment picked up slightly during the second quarter, but stayed below levels established a year earlier. Residential construction is still the most obvious area of weakness. Housing starts

in April and May of 1975 numbered only 1,850, or about 47% of the units started in the same two months of 1974. Inventories of newly completed and unoccupied dwellings are high, although substantial improvement has been noted since the peak in unsold housing inventories in October, 1974. At the end of April nearly 1,200 completed and unoccupied houses and duplexes were available in greater Vancouver, as were 1,236 row and apartment units. Approximately 10,700 dwelling units were under construction in the Metro Area — a decline of 18% from one year ago. Little improvement in this indicator can be expected until the inventory of unused housing is reduced sharply. As a result, construction employment in the Metro Area is not expected to reach 1974 levels this year.

Service sector employment has remained remarkably strong in spite of the cutbacks noted in the goods producing sector during the last three quarters. Employment growth in this sector, (which provides approximately 70% of Metro Area employment versus about 60% of employment in the rest of the province) is the principal source of the relative strength of the Metro Area labour market. However, by the end of the second quarter, signs of weakness in this sector were spreading.

Anticipated employment gains in the trade and tourism industries have not materialized. Hotel vacancy rates are up from 1974, and a recent survey of holiday plans indicates that British Columbians are travelling shorter distances and spending less on annual vacations this year.

In the public sector, employment gains have also been limited by local governments' restraint in hiring both for new positions and for replacements. This restraint, the slower growth of tourism and trade, and the indirect impacts of problems in the goods producing sector will markedly dampen Metro Area employment growth for the rest of 1975.

Operational statistics collected by Area CMC's reflect the employment trends noted. Flows of job vacancies notified to the Manpower Centres were approximately two thirds as large as they were a year ago. Reductions were noted across all major industrial sectors (See Table) but were most severe in wood products manufacturing and in metal fabricating industries. Placements achieved also declined, but by only 22%.

Labour Force.

The Metro Vancouver Area labour force has expanded by more than 50,000 persons over the past year. Approximately two thirds of this growth has stemmed from expansion of the working age population; fully one third has been due to unusual increases in the participation rate. Popular theory attributes much of this unusual increase in labour force participation to individuals' attempts to maintain their standard of living when faced with inflation and with unemployment of principal income earners. Year to year changes in the age distribution of clients registered at Metro Area CMC's support the latter part of this "additional worker hypothesis."

Comparison of June, 1975 and June, 1974 operational data shows that registrations of prime working age males (25 — 44 years of age) jumped by 58%. Total registrations climbed by 24% to 60,300 by the end of June. Year to year increases were largest in June; the average increase for the second quarter was 11%.

AVERAGE PARTICIPATION RATES VANCOUVER CMA

	1975	1974	1973
1st Quarter.....	61.2	59.7	60.5
2nd Quarter.....	63.7	61.6	62.1
3rd Quarter.....		63.0	61.8
4th Quarter.....		61.4	59.8

Source: Labour Force Survey

Changes in the occupational mix of clients available at METRO'S CMC's clearly reflects the industrial concentration of labour market problems. Increases in client registrations were most pronounced in the machining and related trades, in product fabricating, assembling and repairing occupations, in construction trades, and in transport equipment operating occupations.

With growing unemployment, the number of hard to fill job vacancies reported by the Area CMC's has declined significantly — from a monthly average of approximately 1,057 in the second quarter of 1974 to about 500 this year. However, mild shortages of nurses, therapists, dental hygienists, and experienced clerical and secretarial personnel have persisted.

AREA DEVELOPMENTS

VANCOUVER ISLAND AREA

During July the Vancouver Island area labour market was virtually at a standstill, following a quarter of considerable uncertainty in most industrial sectors.

Canada Manpower Centres on Vancouver Island had 20 percent fewer vacancies listed to offer job seekers during the second quarter of 1975 than in the same period last year and slightly fewer vacancies even than in 1973. Although not all job openings in the labour market are reported to Canada Manpower these figures do provide a good guide to the level of activity in the local labour market.

The following table indicates this trend to much slower labour market activity in 1975 compared to recent years.

VACANCIES NOTIFIED TO MANPOWER CENTRES

Total for:	1975	1974	1973
First Quarter	4,900	8,200	8,000
Second Quarter	9,000	12,700	9,600
Third Quarter		9,300	8,300
Fourth Quarter		5,300	6,000

The detailed count of vacancies offered to the labour market through Manpower Centres also gives some indication as to the level of employment activity in the major industries of the Vancouver Island economy.

VACANCIES NOTIFIED TO AREA MANPOWER CENTRES FOR SELECTED INDUSTRIES

	1975 Second Quarter	1974 Second Quarter	Percent Change 1974 to 1975
Forestry	900	900	-10
Mining	75	170	-56
Manufacturing	1,020	1,885	-46
Wood	130	480	-73
Paper & Allied	600	900	-33
Construction	585	815	-28
Transportation & Other Utilities	205	490	-58
Trade	1,030	1,520	-32
Finance Insurances Real Estate	200	275	-28
Community, Business & Personal Services	2,955	4,056	-27
Public Administration	1,235	2,325	-47

The heaviest decreases in job openings are noted in the manufacturing sector, especially sawmills, and in transportation. In some cases this does reflect further lay-offs due to continued soft lumber markets and from repercussions of the softening pulp and paper market. However, the slack job market in these industries this year has been influenced most by the much lower turnover now being experienced by Island employers as their employees find themselves faced with few alternative jobs.

This has been compounded by announcements of planned lay-offs for periods of three to six weeks in most Island logging divisions, and planned 'maintenance' closures of many mills. The very unsettled state of industrial relations, with a potential industry-wide strike, has further clouded this labour market.

The prospect of a virtual closure of the logging and forest-based manufacturing industries, either through lay-offs or strikes, has introduced additional uncertainty into the consumer market locally, which was already suffering in so many Island centres from the curtailed employment levels in their base industries. The drop-off of job openings in the trade and other service sectors indicates that the economic malaise has now worked through to the service sector.

The other overall labour market activity measures that are available for Vancouver Island also emphasise the definite slowing of the area economy.

The labour force participation rate, which gives the proportion of the working age population that is active in the labour market, is measured by the Labour Force Survey.

PARTICIPATION RATES VANCOUVER ISLAND AREA

Average for:	1975	1974	1973
First Quarter	56.3%	54.3%	54.5%
Second Quarter	56.8%	56.9%	55.5%
Third Quarter		57.7%	56.6%
Fourth Quarter		55.7%	55.1%

After registering strong gains on a year to year basis as substantial employment gains encouraged more people into the labour market, the participation rate is now reflecting the much quieter economy with fewer marginally attached workers entering the labour market.

Translating the changes of this measure into labour force growth, the Vancouver Island labour force is still growing, but at a much slower rate and merely reflecting the growth of the working age population. This contrasts with the year-to-year labour force gains of 8 percent or over during 1973, 1974 and into early 1975. Alongside of this total activity measurement, the Labour Force Survey also gives an unemployment rate for Vancouver Island.

UNEMPLOYMENT RATE VANCOUVER ISLAND			
Average for:	1975	1974	1973
First Quarter	10.3%	6.5%	7.2%
Second Quarter.....	6.8%	6.4%	6.3%
Third Quarter		6.1%	4.9%
Fourth Quarter.....		8.1%	6.1%
Source: Labour Force Survey			

The unemployment reading of 6.8% as an average for the second quarter does suggest that the slowing down of labour force growth during these last few months has taken some pressure off the previously fast rising unemployment levels.

Summing up these various measures of labour market activity during the second quarter of 1975, it should be noted that despite the slack conditions that are so apparent, the Vancouver Island employment base has still managed to achieve a close to 3 percent gain from the same period of last year. It is only in comparison with the last two years of surging employment that this latest year is being labelled as a recessionary period.

However, the prospects for the area labour market for the remainder of 1975 are looking increasingly discouraging. There is little doubt that the Vancouver Island economy is likely to settle back even further in the next few months, as strikes and lay-offs in the pulp and paper, wood manufacturing and logging sectors carve further into disposable income in many Island towns.

Construction activity, although somewhat better than earlier in 1975, is still lagging behind last year's levels. Residential construction, which generally employs many people is still beset by high interest rates, lack of mortgage funds to some extent and a lack of consumer confidence. The Victoria area had only 1,540

dwelling units under construction at the end of June 1975 compared to 2,490 a year ago, and starts are still heavily lagging behind the last two years levels. A similar situation exists in other Vancouver Island areas and there is no prospect for a fast turnaround of this situation.

Tourism, which does provide many seasonal job opportunities for Vancouver Island, appears to be somewhat higher again this summer but with some variation being reported. The Victoria area is generally faring better than the north end of the Island. Many community services are still being expanded, the North Island Community College due to start-up this Fall is just one example. However, despite the strong longer term outlook for growth in this sector, the immediate future is likely to see several plans being curtailed, or held over for another year as municipal costs have escalated far beyond the tax base.

Many municipal governments are presently retrenching slightly on employment levels to meet increased labour costs, by late 1975, employment at this level of government could be down by almost 5% from 1974. A similar hold the line situation at the Provincial and Federal level will mean that one of the largest sources of employment growth for the Victoria area in particular will have reached a stand-still.

With these several stands still to be worked into the labour market during the next few months it is most likely that overall employment will show little or no further growth, and that unemployment levels will remain high for the remainder of 1975.

AREA DEVELOPMENTS

OKANAGAN-KOOTENAY AREA

As in past years, increased activity in the agricultural, construction, trade and hospitality industries provided the main stimulus to employment in this area during the period under review. Some pickup in logging, subsequent to the end of the spring break-up in May, and continuation of the mild recovery in lumber and plywood manufacturing also generated some rehiring by employers in this quarter. In addition, over 500 union members idled by work stoppages at the "Consumer Glass" and "Bendix Home" plants at Vernon and Penticton respectively had returned to their jobs by June.

The undernoted indicators reflect the generally higher level of activity which prevailed during the current three-month period, but as usual Woods operations were curtailed during April and May.

ECONOMIC AND EMPLOYMENT INDICATORS OKANAGAN-KOOTENAY AREA 1974, 1975

	Second Quarter		First Quarter
	1975	1974	1975
Vacancies Listed By Employers at Area Manpower Centres	9719	14557	5339
Timber Scale, million cubic feet (1)	54.9	59.3	97.5
Building Permits, Value (million \$) Non-Residential (2)	21.1	16.2	10.5
Residential (2)	55.7	40.3	22.1
Number Dwelling Unit Starts (2) ..	2053	1772	861

*Excludes seasonal farm labour

(1)Source: B.C. Forest Service

(2)Source: Monthly Building Reports, Selected Economic Region and Municipalities

All indicators other than those pertaining to construction were down from the same quarter of 1974. Vacancies listed by employers at Area Manpower Centres declined sharply, particularly in the forest oriented and hospitality classifications, and also to a lesser degree in nearly all other industries. Hiring activity decreased at all offices throughout the Area, being most severe at Kamloops, Nelson, and Vernon, where the impact of the slowdown in the forest industry was particularly acute.

The three-month average of clients registered for employment at the Area's Manpower Centres declined from the first quarter level during the current

period. The influx of students into the job market contributed to the month-to-month increase recorded at the end of April and June. Actually, the number of regular clients continued to fall from the winter peak, reflecting the moderate upturn in the economy which developed between April and June.

MONTH-END UNEMPLOYED CLIENT REGISTRATIONS OKANAGAN-KOOTENAY AREA 1974, 1975

Period	Regular Clients		Student Clients		Total Clients	
	1974	1975	1974	1975	1974	1975
January-March	10625	16287	838	795	11463	17081
(Monthly Average)						
April-June	10067	9947	4568	6443	14635	16390
(Monthly Average)						
January	9941	18091	489	253	10430	18344
February	9564	17573	760	607	10324	18180
March	12371	13196	1264	1526	13635	14722
April	11155	12184	3389	5264	14544	17448
May	9870	9412	4848	6015	14718	15427
June	9170	8245	5467	8050	14644	16295

The number of unemployed clients seeking work at Area Manpower Centres during the second quarter of 1975 was well above that of the same period in 1974, attributable in part to the higher volume of students in the labour market in 1975. In fact, the number of regular clients listed at the end of May and June was slightly below the 1974 level for these months.

Unemployed client registrations were again concentrated disproportionately in the youth age groups. However, the pattern was even more pronounced in 1975, due in part to the significant increase in student job seekers during the current year.

UNEMPLOYED CLIENT REGISTRATIONS YOUTH AGE GROUPS (14-24) OKANAGAN-KOOTENAY AREA, JUNE 30

	Year	Male	Female	Both Sexes
Youth Age Groups	1974	4471	4107	8578
	1975	5931	4822	10753
Youth Age Groups as per cent of All Age Groups	1974	54%	63%	58%
	1975	64%	68%	66%

Harvesting, packing and processing of Okanagan fruit crops and a continuing good level of activity in the hospitality, retail trade and construction industries will provide the main source of strength to the Area's economy during the summer and fall of 1975. However, industrial disputes and depressed markets for pulp and wood products is expected to significantly curtail production in the Area's key forest oriented sectors during the third quarter of the year, which in turn could generate cutbacks at trade outlets and transportation establishments if prolonged for several months.

As in past years, hiring activity in the agricultural sector was relatively light between April and June. A few ranch hands, irrigators, pruners and thinners were recruited primarily for operators in the Kamloops and Okanagan Manpower areas.

A strong demand for casual farm labour to pick cherries, apricots, peaches and pears will develop in the Okanagan during July, persisting into the fall when the main crop of apples and grapes will be harvested. Recruitment of seasonal staff for packing houses and processing plants should peak by September. Preliminary estimates of the Okanagan apple crop indicate that the tonnage will exceed the 1974 level, thus manpower shortages could develop in September after students return to school. Employment levels in the other two principal agricultural sub-sectors, dairying and ranching, will probably remain relatively unchanged from the past few years.

As in previous years, log production was curtailed by spring "break-up" during April and May. However, by mid-June the majority of workers idled during February and March had been recalled. Further re-hiring of laid-off employees by sawmills and plywood plants also occurred during the current quarter of 1975. Only shortages reported during the period were for circular head saw operators and edgermen for a cedar mill in the Vernon manpower area.

However, the strike by an estimated 1,000 union members in July has shut down the Area's three pulp mills based at Kamloops, Castlegar and Skookumchuk, north of Cranbrook. The work stoppage at these plants has also idled approximately 1,500 employees in the associated sawmill operations of the companies affected by the closure. Further crew cutbacks are likely to take place at other lumber manufacturing plants selling chips to these pulp mills if the dispute is

not resolved by August. In addition, the threat of a walk-out by all Southern Interior locals of the I.W.A. could idle the balance of the estimated 9,000 member work force employed in the Area's wood manufacturing establishments.

The level of mining employment remained relatively unchanged from the end of March. Cutbacks in exploration crews operating in the Highland Valley southwest of Kamloops were largely offset by increased activity at coal mining properties located in the vicinity of Sparwood in southeastern B.C. Occupations in continuing short supply, primarily for East Kootenay coal operations, included electricians, pipefitters, welders, steel fabricators and heavy duty mechanics.

Full employment was maintained at Cominco's smelter at Trail throughout the current quarter. Unfilled vacancies persisting over the three month period included journeymen millwrights, carpenters, steel-fabricators and electrical repairmen. No significant change in mining employment levels is foreseen over the next few months. However, smelter operations at Trail will be shut down during August for annual staff holidays.

Agreement on a new contract covering the 350 employees of the "Consumer Glass" plant near Vernon was finally reached in May following a three month work stoppage. Settlement of the month-old strike at "Bendix Home Systems" factories at Penticton and Oliver which had idled 200 workers was also achieved in June. However, layoffs at the Quadra Chain Saw plant at Trail and at a trailer establishment near Castlegar, in total affecting almost 100 employees, partially offset the aforementioned gains in the non-resource based manufacturing sectors. No significant change in the current level of employment in these industries is likely to develop during the next few months.

During the current three month period the construction industry rebounded from a sluggish first quarter, showing surprising strength, particularly in the Okanagan, Kamloops and Cranbrook areas. Work on the three on-going hydro projects, new shopping centres, hotels, hospitals, educational institutions, and a sharp upsurge in residential building, as noted below, spearheaded activity in this sector between April and June and should sustain present employment levels into late fall.

***NEW DWELLING STARTS 1974, 1975
SELECTED CENTRES
OKANAGAN-KOOTENAY (1)**

	First Quarter 1975	Second Quarter 1975	1974
Kamloops & Regional District	177	480	425
Vernon, N. Okanagan & Salmon Arm	161	407	326
Kelowna & Regional District	360	573	538
Penticton & Regional District	130	399	302
Trail & Nelson	9	21	29
Cranbrook & Regional District	24	173	152
Total, Above Centres	861	2053	1772

*Includes mobile homes

(1)Source: Monthly Building Reports

No significant occupational shortages developed during the period under review. Although the number of unemployed clients in the construction trades as at June 30 had declined by almost 1,000, down one third from the March 31 level. Registrations in this occupational category still exceeded the number in all other major groups, accounting for twelve per cent of the total reported at the end of June. Labourers made up over half the 1,976 clients seeking work in this classification.

Although employment activity in the tertiary industries rose substantially during the current three month period, vacancies placed by business establishments at Area Manpower Centres dropped well below the level of the second quarter of 1974. The unseasonably cool weather that prevailed until July curtailed tourist travel, particularly in June, which in turn significantly reduced normal seasonal hiring by hotels, motels and restaurants as well as by retail establishments catering to visitors.

The definite upsurge in the hospitality field at the end of June is expected to continue into late fall. Recruiting of an estimated 1,000 workers for a new motor hotel at Kelowna and for major shopping centres at Vernon and Penticton will highlight expansion in the service oriented sectors during the last half of 1975. In addition, over 250 civilian employees will be taken on staff at the Vernon cadet camp during July and August.

Current shortages of waitresses, cooks and hairdressers will probably intensify, particularly in September when students return to school. The usual movement of workers to packing houses and processing plants in the fall will further aggravate the tight situation for southern Okanagan hotels, motor inns and dining establishments.

Hiring of additional staffs for schools, hospitals and related institutions is also projected for the Kamloops, Cranbrook and Okanagan areas. However, recruiting is not likely to be on a par with that of the same period in 1974.

AREA DEVELOPMENTS

NORTH-CENTRAL AREA

Entering the third quarter of 1975, depressed export markets for lumber, pulp, and metals curtailed employment in the basic, resource-extractive industries, and in transportation, trade, and personal services. Housing starts in major centres declined marginally in the first four months compared to 1974, although the number of units underway was unchanged.

Compared to the second quarter of 1974, vacancies notified were lower by 27% and placements were down 31%. Though all CMC's shared in the downward trend, the largest percentage declines in job orders compared to the previous year were in Prince Rupert and Quesnel, while in Fort St. John the reduction was relatively modest.

Clients registered without employment increased from about fifteen thousand in the first quarter to over eighteen thousand in the second quarter. The year-over-year increase in clients registered was eight thousand persons. Especially strong increases in client registrations (over 140%) were recorded by Fort St. John and Terrace CMC's; at Prince Rupert, clients registered were 19% lower than during 1974.

Compared to the First Quarter of 1975, there was a seasonal rise in job orders, with non-forest based manufacturing, construction, retail trade, personal services, and public administration accounting for most of the upturn with lesser increases in agriculture, transportation, and health, education, welfare and other services.

There has been a significant year-to-year decline in registered vacancies, with all occupational groups except managerial and technical reflecting the overall trend. Most of this reduction in registered vacancies occurred in clerical and sales, service, product fabrication and repair, processing and construction trades. Seasonal increases in registered vacancies were mostly in managerial and technical, clerical and sales, and service occupations, and students.

The greatest proportionate increase in registrations within an occupational grouping occurred in mining, machining, product fabrication and repair, transport equipment operating and material handling, and construction.

CMC's record the age-sex distribution of clients registered without employment only during quarter-ending months. This distribution has altered both on a year-to-year basis and on a quarter-to-quarter basis. Compared to June 1974, males aged 20 to 44 have

increased 8 per cent as a share of the total. All other important groups have declined as a percent of the total even though the actual number of clients in each age-sex group is up. Males aged 20 to 44 made up 44% of the total year-over-year increase in registrations, and all males together accounted for 72%. As a result 63% of all clients are now men as compared to 54% in June, 1974. This male bias to the rise in registrations reflects the cyclical downturn in the resource extraction and processing industries, and construction, whose workers are almost exclusively male. On a quarter-to-quarter basis, the influx of summer students (and other young people) is reflected in the rise of clients under 20 years of age relative to the total. The number of clients in other groups showed only slight quarter-to-quarter changes. Clients under 20 accounted for almost all of the quarter-to-quarter increase in registrations, rising from a 17% share of the total to a 32% share.

VACANCIES NOTIFIED AND PLACEMENTS BY INDUSTRY NORTH CENTRAL B.C. (Monthly Averages)

INDUSTRY	VACANCIES			PLACEMENTS*		
	Second Quarter 1975	First Quarter 1974	First Quarter 1975	Second Quarter 1975	First Quarter 1974	First Quarter 1975
Agriculture.....	63	87	18	43	59	8
Forestry.....	128	189	123	94	132	93
Fishing, Trapping.....	6	6	5	5	6	4
Mines & Oil Wells ...	23	58	27	20	42	21
Manufacturing.....	302	590	251	220	461	189
(Wood).....	(171)	(355)	(202)	(139)	(285)	(156)
(Paper).....	(30)	(97)	(19)	(18)	(55)	(13)
(Other).....	(101)	(137)	(29)	(63)	(122)	(21)
Construction.....	261	367	104	225	308	98
Transportation, Communication & Utilities.....	132	244	76	106	204	53
Trade.....	315	442	155	232	293	119
(Wholesale).....	(70)	(113)	(37)	(50)	(79)	(29)
(Retail).....	(245)	(329)	(118)	(182)	(214)	(90)
Finance, Insurance & Real Estate.....	62	70	36	36	41	30
Community, Business, & Personal Services.	693	731	380	469	461	309
(Health, Education, & Welfare).....	(104)	(87)	(49)	(50)	(62)	(40)
(Personal).....	(425)	(542)	(207)	(291)	(327)	(156)
(Other).....	(164)	(102)	(124)	(128)	(73)	(114)
Public Administration.....	325	386	163	284	303	146
TOTAL.....	2309	3168	1337	1734	2310	1072

*Including Transfers Out

**CLIENTS AND VACANCIES REGISTERED BY
OCCUPATION
NORTH CENTRAL B.C.
(Monthly Averages)**

OCCUPATION	CLIENTS REGISTERED			VACANCIES REGISTERED		
	Second Quarter		First Quarter	Second Quarter		First Quarter
	1975	1974	1975	1975	1974	1975
Managerial & Technical.....	758	592	749	135	109	57
Clerical & Sales	3035	1903	3137	177	330	94
Service	2051	1196	1985	220	370	103
Farming, Fishing	189	114	246	16	53	16
Forestry.....	1686	803	1268	10	50	10
Mining.....	227	71	147	3	15	1
Processing.....	1776	1092	2005	41	98	42
Machining.....	358	113	314	21	39	20
Production Fabrication & Repair.....	538	192	515	96	206	71
Construction.....	3240	1378	3020	81	136	64
Transport Equipment Operating & Material Handling.....		1048	430	948	31	66 28
Other Crafts & Equipment Operating.....		57	52	64	8	18 7
Not Classified.....	490	212	563	12	16	6
Students	2892	2058	117	63	153	—
TOTAL	18344	10206	15132	914	1659	519

Occupational shortages intensified somewhat from the first quarter, but were still well below their level in 1974. In Prince George CMC the year-over-year easing in shortages was less pronounced than in the area as a whole while Fort St. John, Terrace, and Williams Lake CMC's featured very strong drops in shortages. The increase in shortages from the First Quarter was found strongly in teaching and product fabrication and repair occupations, with only slight increases in clerical and services shortages. Product fabrication and repair and processing occupations eased tremendously due to slack in the mines, sawmills, and pulp mills. There were smaller declines in machining and service shortages and in clerical, sales, and medicine and health occupations. Despite a fall-off in registered vacancies and a more-than-doubling of clients registered without employment, persistent shortages in the construction trades remained unchanged from the levels of the previous year.

During the Second Quarter, 1975, the most pronounced shortages in the area were for millwrights

and heavy duty mechanics; this group almost always tops the shortage list and continues to do so in spite of the downturn in forest products and mining industries. Other major shortage groups were plumbers and pipefitters, auto mechanics and repairmen, and construction electricians. Lighter shortages occurred in the case of secondary school teachers, graduate nurses, secretaries and stenographers, hairdressers and barbers, and electrical repairmen.

Agriculture and fishing were characterized by their usual seasonal upturns consisting of crop seeding in the Peace River and canning operations at Prince Rupert. The lack of oil and gas field activities in the Peace area has made farm labourers somewhat more available due to the lack of a higher wage alternative. Higher wages and fringe benefits have attracted some ranch workers to Alberta. The U.F.A.W.U. and fishing companies may be in a dispute over demands for a wage increase while end-product prices are falling; the native cooperative's Port Simpson Cannery, with 160 workers from nine North Coast villages, will not be affected.

Mining employment remained at a level well below capacity, with generally low turnover and light demands for selected qualified tradesmen. The Pinchi Lake Mercury mine has scheduled a temporary closure for the Third Quarter, and may shutdown permanently, depending on market conditions. The mine employs 60 persons. Endako molybdenum at Fraser Lake may expand by some 80 jobs by the end of the Third Quarter, while Boss Mountain molybdenum is testing the feasibility of open pit mining. Hallmark Resources and Equity Mining Capital are conducting some exploratory work and negotiations in the Houston area. Coal mine developments in the Quintette Mountain and Sukunka River areas (60 miles southwest of Dawson Creek), which could employ over 1,000 persons are being examined by Dennison Mining Company and the provincial government.

Pulp mills in the area were responding to soft markets with temporary shutdowns planned for the Second and Third Quarters. However, the strike which began at pulp mills early in the Third Quarter, and may spread by way of layoffs to the North's sawmills, renders these down-time periods redundant and may lead to a much greater loss of employment. Over 3,500 workers are normally employed in the pulp mills being struck.

Tackama Forest Products, Fort Nelson and Babine Forest Products, Burns Lake, began production at new sawmills during the Second Quarter; their combined employment of close to 500 logging and sawmilling jobs includes significant participation by natives.

Bad markets for aluminum have depressed production and employment levels at Alcan, but high turnover necessitates continuing hirings for a work force of 2,200. Strikes at other B.C. breweries have led to overtime work and full production at the only Prince George plant. In the long-term future, a steel smelter at Prince George or Kitimat, and a copper smelter at Kitimat or Prince Rupert, are being examined by provincial officials and private industry.

In construction, Hydro's "Site 1" project is employing some 260 to 300 workers. Work is also continuing on other major non-residential projects including transportation and public works construction such as port facilities at Prince Rupert, a rail extension to Dease Lake, bridges and highway upgrading in several locations, and new schools and hospital additions in various centres. Housing construction is at better levels

than a few months ago, but is still below peak levels of the last few years.

Community services, such as education have been a source of activity, with expansions to college facilities in Prince George and Terrace and a general demand for teachers being evident. Demands for special teachers, such as instructors of the deaf, have also become apparent. Tourist and hospitality services have received the normal seasonal increase in demand, but high client registrations indicates there will be few shortages except for cooks and other more skilled personnel.

Student employment prospects are much less favourable in the Second and Third Quarters of 1975, compared to 1974. The general economic downturn in the private sector and some scarcity in public service hirings as well have led to fewer job orders for students. While vacancies for students are down some 59% from the Second Quarter of 1974, registrations of unemployed students are up by 41% to almost 2,900. Students now make up 16% of all clients without employment at Northern CMC's.

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AREA DEVELOPMENTS

CMC WHITEHORSE

The Yukon mining industry continued to be a source of employment stability in the territory throughout the Second Quarter of 1975. However, CMC Whitehorse like the CMC's in Northern B.C., reported fewer job orders received and more clients seeking employment in comparison to the same period a year ago. Part of the decline in job orders may be attributable to reduced labour force turnover caused by the reluctance of workers to attempt job-switching during recessionary conditions. The increase in client registrations indicates rising unemployment in the Territory, though some of those registered may be transients who are not genuinely committed to the Territorial labour force.

Vacancies notified were down 25% from the same period in 1974, though they had more than doubled, due to seasonal factors, since the First Quarter of 1975. The lower level of job orders compared to 1974, was noticeable in mining, construction, and transportation, though all important industry groups experienced some decline. The seasonal upturn from the previous quarter was led by trade, personal services (including the tourist oriented food and accommodation sector) and public administration. Placements tended to follow a pattern similar to vacancies.

TABLE I
VACANCIES NOTIFIED AND PLACEMENTS
BY INDUSTRY
CMC WHITEHORSE
(Monthly Averages)

INDUSTRY	VACANCIES			PLACEMENTS		
	Second		First	Second		First
	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter
	1975	1974	1975	1975	1974	1975
Mines.....	35	74	26	33	64	23
Other Primary.....	11	2	—	11	1	—
Manufacturing.....	5	8	3	2	5	3
Construction.....	22	61	13	17	53	13
Transportation, Communication						
& Utilities.....	21	61	12	14	40	14
Trade.....	54	65	18	38	46	14
(Wholesale).....	(11)	(17)	(4)	(9)	(13)	(13)
(Retail).....	(42)	(48)	(14)	(30)	(33)	(11)
Finance, Insurance &						
Real Estate.....	8	7	2	5	2	1
Services.....	146	163	65	93	88	52
(Health, Education						
& Welfare).....	(10)	(4)	(5)	(5)	(2)	(5)
(Personal).....	(117)	(130)	(50)	(73)	(69)	(41)
(Other).....	(19)	(29)	(10)	(14)	(18)	(6)
Public						
Administration.....	173	196	52	160	178	51
TOTAL.....	474	636	192	374	476	171

As indicated in table II, there were increased registrations of unemployed clients and a lower stock of registered vacancies (job orders unfilled at month ends) compared to the Second Quarter of 1974. The seasonal upturn from the previous quarter, which almost tripled the registered vacancies, did not prevent a further 35% rise in the number of clients registered without employment. There was a small quarter-to-quarter decline in client registrations in clerical and sales and transportation and material handling occupations, in spite of the general increase in registrations, all important occupational groups except students shared in the trend, although managerial and technical, clerical and sales, services, and construction occupations accounted for four-fifths of the increase.

TABLE II
CLIENTS AND VACANCIES REGISTERED
BY OCCUPATION
CMC WHITEHORSE
(Monthly Averages)

OCCUPATION	CLIENTS REGISTERED			VACANCIES REGISTERED		
	Second		First	Second		First
	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter
	1975	1974	1975	1975	1974	1975
Managerial &						
Technical.....	193	86	162	8	7	5
Clerical & Sales.....	356	217	373	33	40	16
Services.....	328	192	312	44	71	21
Farming, Fishing						
& Trapping.....	2	—	5	—	—	—
Forestry.....	8	9	8	—	1	—
Mining.....	66	23	61	3	2	—
Processing.....	22	3	16	1	3	—
Machinery.....	25	16	17	1	2	—
Product Fabrication						
& Repair.....	79	45	59	14	30	10
Construction.....	961	555	800	16	14	3
Transport Equipment						
Operating & Material						
Handling.....	150	96	170	4	40	1
Other Crafts & Equipment						
Operating.....	9	6	10	1	—	—
Not Elsewhere						
Classified.....	78	—	1	—	—	—
Students.....	415	468	—	39	56	—
TOTAL.....	2693	1716	1992	163	267	56

Compared to the same month in 1974, clients in June were more heavily centered among persons aged 20 to 44 years and among males. There was an actual decline in the number of females aged 19 or less. Compared to March, 1975, the June figures indicated a somewhat faster rise in female registrations than in males and some declines in registrations for persons over 45 years of age.

Occupational shortages in the Yukon, as in Northern B.C. were much less pronounced than in the same quarter of the previous year. Product fabrication and repair demands have eased enormously, and there has been some relief in the managerial and technical and transportation operating occupations as well. Such shortages as did exist were for waitresses and hairdressers, repair electricians, and millwrights and heavy duty mechanics. At any given time, there were fewer than a half-dozen persistent shortages in each of these occupations.

Employment in the five producing Yukon mines recorded a 2 percent rise from the First Quarter and a 20 percent increase from the Second Quarter of 1974, when employment levels were curtailed by a strike at Cyprus Anvil Mine in May. At 1,350, unemployment was higher than at any time since January, 1972.

TABLE III
EMPLOYMENT IN PRODUCING YUKON MINES
By Quarter

	1973	1974	1975
First Quarter	1077	1210	1320
Second Quarter.....	1131	1121	1320
Third Quarter	1151	1279	
Fourth Quarter	1166	1285	
Annual Average.....	1132	1224	

SOURCE: D.I.A.N.D., Regional Mining Engineer

Construction activity on the highways and other projects was delayed somewhat by the late spring. By June work was underway on 35 units of Territorial rental-purchase housing with a work crew of about 50 persons. Semi-skilled and unskilled requirements for these projects are to be filled by local residents. The two major road projects, the Dempster and Skagway-Carcross were proceeding, though the former was experiencing wash-outs on completed sections. The Aishihik power project was completed with 60 persons being terminated and 20 retained for continuing clean-up and maintenance; about one-third or more of the total crew were B.C. residents. The Territorial Government's new office in Whitehorse was being built by some 80 men, and is expected to be completed at the end of the Fourth Quarter.

Health, education, and welfare were not making any demands for new personnel. Federal nurses were on strike for a period in May and June, while most teaching jobs have already been filled.

The usual seasonal upturn in tourism has not generated as high a demand for workers in highway lodges as is typical. Turnover of casual staff has been very high in these establishments; wages vary from \$2.30 to \$3.50 per hour with room and board usually supplied free.

Student employment has focused on government and service industry establishments, with some temporary labouring jobs being filled immediately. Generally, the student employment situation in Whitehorse has shown no deterioration since last year as it has in North Central B.C.

LOCAL INITIATIVES PROGRAM 1975

The most comprehensive overview written on the L.I.P. Program was that presented to the Standing Senate Committee on National Finance in February 1975 and this article quotes extensively from it.

"In the fall of 1971, the federal government, faced with an unemployment rate of more than six per cent, introduced the Local Initiatives Program (L.I.P.) under the Department of Manpower and Immigration. The experience with the delivery of the Opportunities for Youth program provided the basic model for operating.

The Local Initiatives Program invites individuals, partnerships, groups, organizations, or municipalities to submit an application on which the nature of the work, the community need, and the project costs are outlined.

The objectives of the Local Initiatives Program are:

- to create employment that will reduce seasonal, regional and specific area unemployment
- as the means of reducing unemployment, to enhance the quality of communities through the provision of innovative and imaginative projects which will supply facilities and services previously non-existent or will utilize resources (including human resources) previously untapped."

"Project sponsors must hire all employees through Canada Manpower Centres with priority given to suitable applicants receiving Unemployment Insurance benefits or social assistance . . ."

In 1974-75 funds were allocated to meet the needs of jobless persons in those parts of Canada where unemployment was most severe.

"To achieve a just and equitable formula, the department:

- examined Statistics Canada estimates of labor force participation and unemployment for 41 economic regions in the country and for the constituencies within those regions, then added estimates from a similar study covering native Indians on reserves; and,
- made an independent estimate of clients registered for work at Canada Manpower Centres.

The final unemployment figure was obtained by combining these two estimates.

Funds were then allocated for 1974-75 on the basis of the number of unemployed beyond a four per cent base rate of unemployment, subject to a minimum allocation of \$75,000 in each constituency."

Impact on Seasonal Unemployment

"One can present a powerful case to support the view that reducing seasonal unemployment is a high-priority objective and that despite the amount of money being spent on unemployment-oriented activities, a program aimed at reducing seasonal imbalances is a necessary part of policy.

In two separate studies on regional unemployment disparities, one by Wayne Thirsk for the Prices and Incomes Commission, and an independent study by Arthur Donner and Fred Lazar, it was found that seasonal unemployment comprised the main component of "hardcore" unemployment in the five principal economic regions of Canada — the Maritime provinces, Quebec, Ontario, the Prairies and British Columbia.

Moreover, when the national economy is operating at full capacity, seasonal unemployment variations are the main contributors to the remaining regional unemployment disparities.

"Hence, efforts to reduce the degree of "hardcore" unemployment, the type of unemployment considered by many to produce the most destructive social and economic effects, and to narrow regional unemployment rate disparities will prove largely futile if they are not concentrated on seasonal unemployment.

The links between seasonal unemployment, regional disparities and hardcore unemployment emphasize the wisdom of tying the allocation of L.I.P. funds to the regional differences in unemployment and to the incidence of unemployment among Indians. These distribution criteria strengthen L.I.P. as a tool for reducing both regional unemployment disparities and hardcore unemployment.

In addition, there are several other beneficial spin-offs from a program tackling seasonal unemployment.

(1) Seasonal unemployment tends to be a prime contributor to poverty. A large majority of the working poor suffer from both seasonal unemployment and low wages with seasonal unemployment exacerbating the effect of low wages. For example working a full week (40 hours) for a full year (50 weeks) at a wage of \$2.00 per hour yields an annual income of \$4,000 — an amount well below the Croll Committee poverty line for a family of four. If seasonal unemployment is also incurred, annual earnings may drop by \$1,000 or more. Thus, reducing seasonal unemployment will also contribute towards reducing the incidence of poverty.

(2) It is generally accepted by economists that the inflation-unemployment tradeoff can be improved if the levels of hardcore unemployment are reduced. Consequently, reducing seasonal unemployment will go a long way towards decreasing hardcore unemployment and will enable the government to both achieve a lower level of inflation for any given rate of unemployment.

"(3) Lower levels of unemployment reduce the gap between potential production of goods and services and actual production. Therefore, lowering the level of seasonal unemployment will generate a larger quantity of goods and services to meet the demands of Canadians."

In summary, "The Local Initiatives Program has created approximately 238,200 jobs in the four years since it began, and reduced regional disparities thus reducing poverty; it was involved hundreds of thousands of Canadians in the welfare of their communities, and assisted groups in articulating personal and community service to other levels of government and agencies."

The 1975-76 program has been awarded \$150 million and Cabinet has put aside \$135 million for the year 1976-77. The allocation of the \$150 million will be made, in all probability, along the lines of the 1974-75 allocation.

Special emphasis will be put on Welfare recipients and to that effect the provincial Department of Human Resources has provided incentives for their clients. Co-operation between CMC's and Job Creation officials will ensure that L.I.P. reaches those persons most in need.

EVERYONE HAS TO START SOMEWHERE.

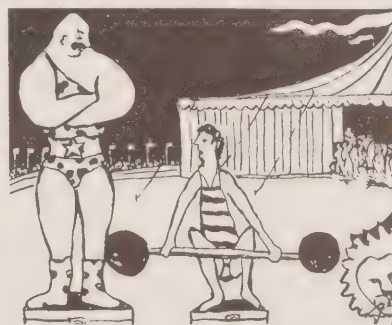
You can't get a job without experience. True.
And you can't get experience without a job. True, too.
But only up to a point.

On-the-job training's hard to get. The business world moves too quickly now, and fewer and fewer employers have time to train unskilled people.

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Nelson	514 Vernon Street	352-3155
New Westminster	549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6821
Prince George	400-550 Victoria Street	562-5534
Prince Rupert	138 Third Avenue West	624-9671
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	2nd Floor, Sandwell Bldg., 1550 Alberni Street	683-8131
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Whitehorse	101 Federal Building	667-4238

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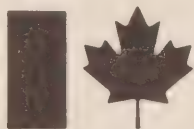
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HON. ROBERT ANDRAS
MINISTER



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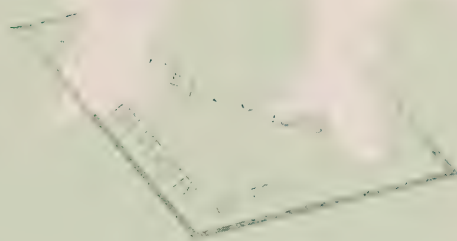
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1ST HALF YEAR 1976 (VOL. 9 No. 1)

MANPOWER PROGRAM
1975-1976

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Pacific Manpower Review

1st half year, 1976

**Department of Manpower and Immigration
Regional Economic Services Branch
Pacific Region Office**

**NOTE
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PUBLISHED BI-ANNUALLY**

beginning with the current issue

Foreword

The **Pacific Manpower Review** is now published bi-annually by the Regional Economic Services Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

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TABLE 1
LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
British Columbia
(estimates in 000's)

	1975	1974	1973	% Change 1975/74
Labour Force.....	1,120	1,060	1,002	5.7%
Employed	1,027	995	937	3.2%
Unemployed	93	65	65	43.1%
Participation Rate	60.2%	59.2%	58.4%	1.0%
Unemployment Rate	8.3%	6.1%	6.5%	2.2%

Labour force as a percentage of population 14 years of age and over.

TABLE 2
B.C. LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
1969-1975
(estimates in 000's)

	1975	1974	1973	1972	1971	1970	1969
Labour Force.....	1,120	1,060	1,002	950	911	878	836
Employment	1,027	995	937	879	847	810	895
Unemployment	93	65	65	72	64	67	42
Unemployment Rate	8.3%	6.1%	6.5%	7.6%	7.0%	7.6%	5.0%

Source: Labour Force Survey.

THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

From 1969 to 1974 employment in B.C. grew at an average annual rate of 4.6 per cent, well in excess of the rate of employment growth generated by the rest of the Canadian economy. By 1975, the rate of growth of employment in the province had declined to 3.2 per cent, still in excess of the national growth rate of 1.9 per cent, but well below the 5.7 per cent growth rate of the provincial labour force. Continued low levels of demand for lumber, metals and metal concentrates played a major part in causing low overall rates of growth in employment. Much of the decline in manufacturing employment was caused by declining employment in sawmills and other wood processing (with the exception of pulp and paper). Indirect effects of the decline in demand for lumber and minerals include a decline in demand for equipment used in forestry and mining operations. This has caused further slackening in demand for labour in the manufacturing sector, all of which has had spillover effects on the service industries. In 1975 British Columbia accounted for about 11 per cent of the total Canadian labour force and about 13 per cent of total Canadian unemployment.

This situation has affected both the growth of the B.C. labour force and its composition. Recently many women appear to be entering the labour force to maintain family income in the face of poor employment prospects in traditionally male-dominated goods producing industries. Over time it has been evident that the attitude of women regarding their attachment to the labour force is changing. At the same time structural changes in the economy have resulted in the provision of more service employment, which women have been more inclined to accept. These factors help to account for the substantial increases in the female labour force participation rate that occurred in both 1974 and 1975. Another significant development in 1975 was the withdrawal of persons 14 to 19 years of age from the labour market which also is tied to employment cutbacks in the goods industries. As the economy recovers, the growth rate of the labour force should increase through immigration which has been reduced because of poor employment prospects in B.C. Increased labour force participation on the part of discouraged job seekers also is an expected recovery period phenomenon.

For 1976, unemployment is expected to remain at about the 1975 level which averaged 8.3 per cent of the labour force. A gradual recovery is anticipated in the lumber market as the U.S. economy strengthens, but mining activity likely will remain low despite indications that mining tax legislation may be altered. Copper prices are not expected to increase much because of large inventories in the world market. Coal shipments may decline slightly because Japanese steel companies have large inventories of metallurgical coal on hand. It appears therefore that effects of recession in the goods producing industries may be around for several months yet. This will provide little stimulus for increased male participation in the labour force while growth in the service sector will continue to encourage the participation of females in the labour force.

EMPLOYMENT REVIEW AND OUTLOOK

Because of its world-wide nature, the recession that Canada slid into in 1974 caused a deterioration in the country's foreign trade balance. For B.C., the impact of world wide recession was sufficient to cause a drastic reduction in the export demand for lumber and base metal products, two of the province's major exports and sources of employment. The rate of employment growth therefore dropped sharply in 1975. At the beginning of the year, layoffs in the goods producing industries continued to mount. Several major industrial disputes compounded the difficulties until temporary settlements were imposed in the third quarter by special legislation. As the effects of industrial inactivity spread towards the year-end, service industry growth began to subside.

YEAR OVER YEAR EMPLOYMENT CHANGES IN B.C.

	<u>1975</u>	<u>1974</u>
	<u>1974</u>	<u>1973</u>
First Quarter	3.1%	6.6%
Second Quarter	4.6%	5.6%
Third Quarter	2.4%	6.9%
Fourth Quarter	2.7%	6.5%
Annual Average	3.1%	6.2%

This table clearly indicates the extent of the drop in employment growth that occurred during 1975. At no time in the year was the employment gain as much as that achieved the year before. Even in December employment was below normal because the hiring of part-time workers to handle Christmas mail was delayed by the postal strike. In the spring and summer of 1975 both economic weakness and disruptive industrial disputes restrained the normal seasonal expansion.

Because of a sharp decline in primary sector corporation profits, new business expenditure on plant and equipment has been moderated significantly. This source therefore, is not likely to provide much stimulus to employment growth through 1976. Some new investment may be encouraged by certain changes in legislation affecting the mining industry. Spending for social capital by institutions and governments that showed the largest gain in 1975 is now restrained by a decline in government revenues. A lower level of expenditure in the trade-financial-commercial sector also is expected for 1976.

EMPLOYMENT BY INDUSTRY BRITISH COLUMBIA: ANNUAL AVERAGES

	1975	1974	% Change
Primary Industries	69,000	69,000	nil
Manufacturing	165,000	180,000	-8.3
Construction	77,000	78,000	-1.3
Total Goods Producing.....	311,000	327,000	-4.9
Transportation, Communication & Other Utilities.....	104,000	104,000	nil
Trade	193,000	187,000	3.2
Finance, Insurance & Real Estate	57,000	50,000	14.0
Community, Business & Personal Service.....	296,000	265,000	11.7
Public Administration	67,000	64,000	4.7
Total Service Producing.....	716,000	669,000	7.0
ALL INDUSTRIES.....	1,027,000	995,000	3.2

Source: Labour Force Survey.

In terms of its impact on the economy, forestry with its manufacturing component, is the region's most important industry. Direct effects of recession resulted in peak layoffs of about 3,000 in woods operations and 14,000 in manufacturing. Indirect effects of the depressed demand for forest products include the drop in demand for equipment which caused a further slackening in the manufacturing sector. Adding to the industry's problems is the recent weakening in the demand for pulp and paper products although some offsetting strength has developed currently in the market for lumber. U.S. housing starts in November 1975 showed a 35 per cent increase over November 1974. There has not been much improvement in the European and Japanese market but growing strength in the U.S. and to a lesser extent in the Canadian housing market provides more grounds for optimism than existed one year ago. The demand, particularly for plywood and cedar products, lately has exhibited considerable strength.

Mining, the second most important resource industry in the Pacific Region, continued to experience recessed conditions in several areas. The Yukon is one exception because of a shift of exploration activity from B.C. Coal mining in the southwestern part of B.C. is another exception because of the development of new mine sites and expansion of production facilities during the year. So far the world price for copper has not improved much and shipments of concentrates to Japan are still at the 15 per cent cutback level. To offset

this situation several prospective coal mining developments over the next few years should increase employment significantly. A major open pit copper operation in the very near future that would include a smelter appears to be a certainty. There are other developments that may hinge on proposed changes in present tax legislation affecting the industry. With such developments in prospect the mining industry's outlook presently is far more optimistic than it was a year ago when the major layoffs occurred. This industry still depends on the export market which has not improved much for base metals but continues to strengthen for coal.

Employment in construction declined slightly in 1975 and further easing could occur in 1976 because of a cutback in government projects. Apart from several office buildings well underway in the Metro Vancouver Area, major projects in B.C. are the two dam sites started last year. In the housing sector moderate employment increases are expected for 1976 if special government programs are implemented but the high cost of capital may be a constraining factor. An encouraging sign for the industry is the upturn in building permits issued towards the end of 1975 which helped to push the total for the year up 35 per cent over 1974. During the second quarter of 1976 almost all collective bargaining agreements for the industry will expire. The last construction industry collective bargaining session in the spring of 1974 involved a prolonged strike. About 45 per cent of the estimated 77,000 construction workers are unionized.

Because of the decline in resource industry activity in 1975 average employment in manufacturing showed a decline of over 8 per cent. Only the shipbuilding component of the manufacturing sector continued to exhibit strength. This is largely a result of federal government contracts for new icebreakers, provincial government contracts for new ferries and continuation of the subsidy on ships built for export. Current contracts should maintain the level of shipbuilding employment for at least three years. With the gradual recovery expected in the lumber market during 1976 sawmill employment should expand, but gradually.

Employment in the service sector continued to grow rapidly throughout 1975, although the rate of growth declined considerably in the second half of the year. Led by finance, insurance and real estate, employment in services grew by 6.8 per cent during the year. From the first quarter of 1974 to the first quarter of 1975,

growth occurred at an average annual rate of 9.6 per cent. By the fourth quarter of 1975, however, the annual rate had declined to 5.7 per cent.

A further diminution from the last quarter 1975 service industry growth is likely to occur in 1976. Employment growth rates likely will vary from about 2 per cent in transportation, communications and utilities to about 5 per cent in trade, finance and business services. Expansion of the coastal ferry system, the opening of a major hotel in Vancouver and normal expansion of services to meet population increase are the main sources of growth. In public administration no employment increase should be expected because of cutbacks planned at all levels of government that will take effect in 1976.

OPERATIONAL STATISTICS

Operational statistics in the table below reflect the labour market weakness that persisted through 1975. More clients without employment were registered for jobs but the number of vacancies notified to Canada Manpower Centres by employers showed a substantial decline from 1974. Placements therefore also declined in 1975.

OPERATIONAL STATISTICS PACIFIC REGION (Annual Averages)

	1975	1974	% Change 1975/74
Registered Clients (i)			
(MAN 757).....	102,586	81,077	26.5
Vacancies Notified (ii)			
(MAN 751).....	12,775	18,035	-29.2
Placements (iii)			
(MAN 751).....	9,935	12,953	-23.3
Occupational Shortages (iv)			
(OSS).....	755	1,603	-52.9

- (i) Registered clients without employment seeking full-time or part-time work (month-end)
- (ii) Vacancies notified during the month
- (iii) Regular placements plus transfers out made during the month
- (iv) A vacancy which has remained unfilled for 30 days or longer

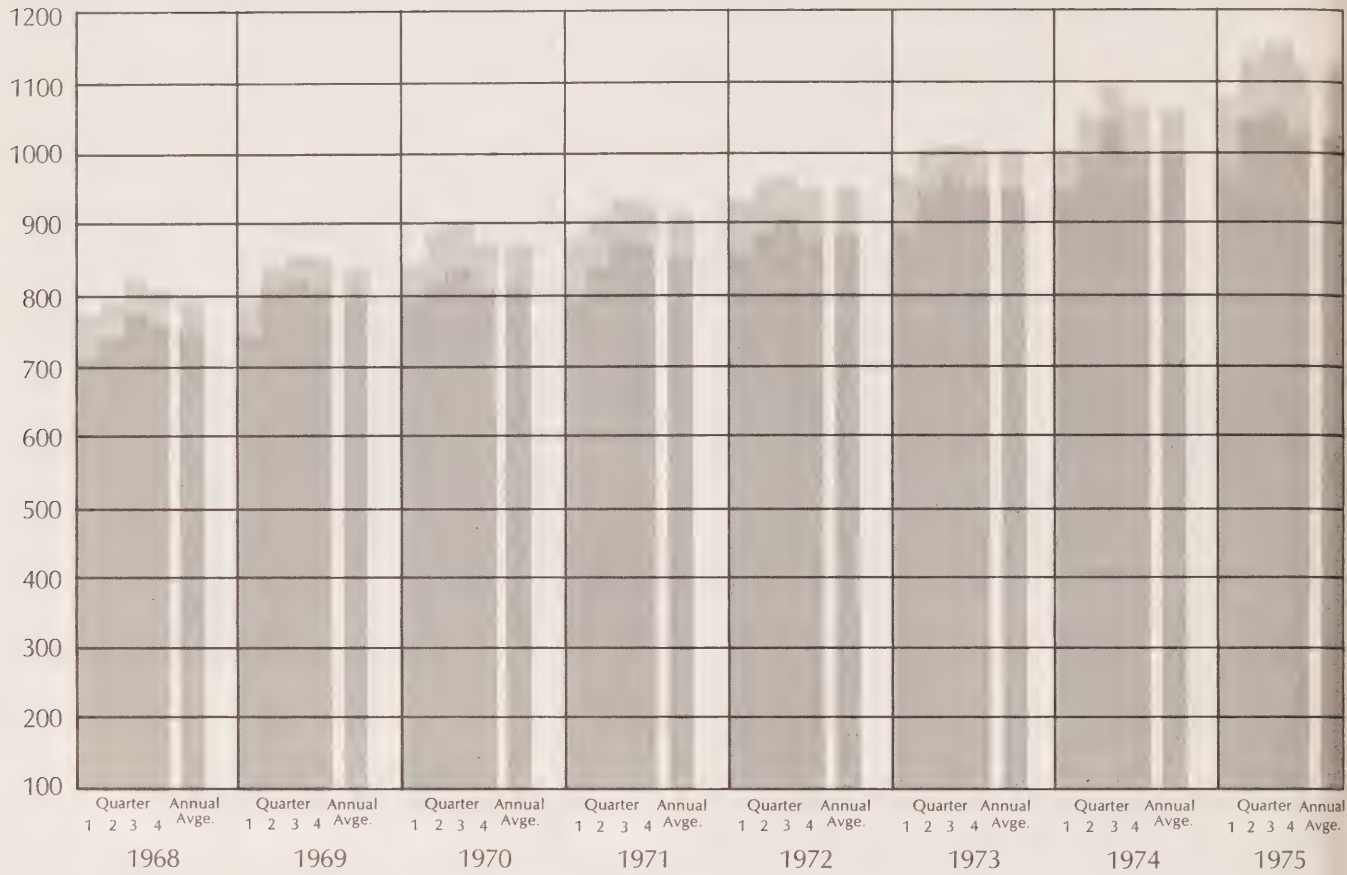
QUARTERLY AVERAGES 1968-1975

Labour Force

Employed

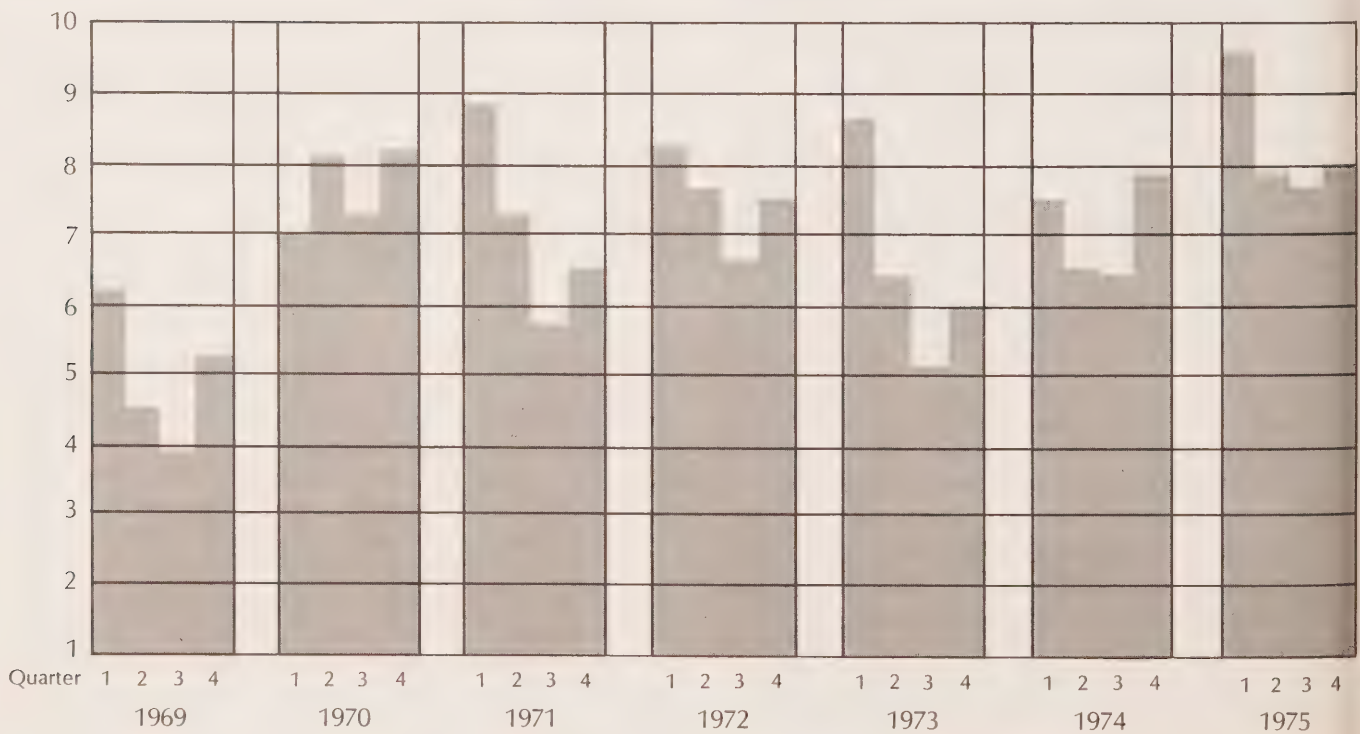
THOUSAND

BRITISH COLUMBIA



QUARTERLY AVERAGE UNEMPLOYMENT RATES

PERCENT



LABOUR FORCE: REVIEW AND OUTLOOK

During 1975 the B.C. labour force continued to grow at a greater rate than the Canadian labour force. The main sources of growth were in-migration, only slightly reduced from the 1974 level, and another large increase in female participation. This growth occurred even though the employment increase in 1975 amounted to little more than half of the 1974 increase. Unemployment as a result, reached a record level in 1975.

YEAR OVER YEAR LABOUR FORCE GROWTH RATES IN BRITISH COLUMBIA

	1975 1974	1974 1973
First Quarter	6.6%	4.2%
Second Quarter	7.3%	4.7%
Third Quarter	5.0%	7.2%
Fourth Quarter	3.9%	6.8%

Source: Labour Force Survey

The B.C. population increased by an estimated 2.5 per cent in 1975, higher than the rate of increase for Canada as a whole, but well below the 3.5 per cent increase of 1974. For the first nine months of 1975 about 23,000 immigrants (who tend to have higher labour force participation rates) were destined for B.C. compared to about 26,000 in the same period of 1974. The working age population, 14 years of age and over, from which the labour force is drawn increased by 4.0 per cent in 1975, only down marginally from the 4.3 per cent of 1974.

Average Annual Participation Rates in British Columbia

	1975	1974	1973	1972	1971
Male	77.8	78.2	78.3	77.4	77.6
Female	42.8	40.4	38.7	38.0	37.0

Source: Labour Force Survey

Once again the female component of the labour force showed a substantial gain, increasing 10.2 per cent in the past year while the male labour force increased by only 3.4 per cent. The participation rate for females (percentage of female population 14 years of age and over employed or seeking employment) averaged 42.8 per cent in 1975, up from 40.4 per cent in 1974. This is a record increase for one year and reflects the significant increase in jobs for females that developed during the year. In contrast the male participation rate declined in 1975 as younger males particularly, withdrew from the labour force. This is a reflection of the low level of employment growth in the goods producing industries where male employment predominates.

The composition of the B.C. labour force therefore changed significantly in 1975. Virtually no growth occurred in the 14 to 19 age group which accounted for about 12 per cent of the labour force but about 24 per cent of total unemployment. While some of the unemployment among young workers is associated with problems of matching skills and available jobs more of their current unemployment is a particular feature of recession and slow recovery. Employers tend to retain experienced workers during recessions in order to avoid rehiring costs and production delays during the initial stages of recovery. At the same time, companies operating on reduced profit margins are unwilling to incur training costs to integrate inexperienced individuals into their operations. Another factor tending to reduce the size of the labour force is the stimulative effect on out-migration from B.C. of relatively stronger employment growth in neighbouring Alberta.

B.C. LABOUR FORCE Average Annual Age Distribution

Age Group	1975 in 000's	%	1974 in 000's	%
14 - 19	130	11.6	129	12.2
20 - 24	161	14.4	151	14.2
25 - 44	522	46.6	484	45.7
45 - 64	292	26.1	280	26.4

Source: Labour Force Survey

As the economy slowly emerges from recession the relatively low level of employment activity should not provide much more inducement to greater labour force participation. To achieve a moderate reduction in the unemployment gap, adoption of the special measures utilized in recent years may be necessary. However, severe budget constraints at all levels of government already have resulted in expenditure cut-backs for such purposes. Because only slow expansion of employment is expected, new entrants to the B.C. labour force and older workers will continue to face strong competition for jobs in 1976.

Quarterly Average Unemployment Rates for B.C.

	1975	1974	1973
First Quarter	9.6%	6.5%	8.6%
Second Quarter	7.9%	5.6%	6.4%
Third Quarter	7.7%	5.4%	5.1%
Fourth Quarter	8.0%	6.9%	6.0%

Source: Labour Force Survey

Major Collective Bargaining Agreements Expiring In 1976

MAJOR COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 1976

Expiry Date	Employer or Bargaining Agent	Union	Employees Covered
FOOD & BEVERAGE			
Mar. 31	Fraser Valley Milk Producers	Teamsters, Local 464	1,100
Apr. 15	Fisheries' Ass'n of B.C.	United Fishermen	3,600
Aug. 31	Okanagan Federated Shippers	Fruit & Vegetable Workers, Local 1572	1,800
METALS			
Apr. 30	Metal Industries Ass'n	Machinists, Local 692	1,574
MACHINERY			
July 31	Canadian Kenworth	C.A.I.M.A.N., Local 1	400
Aug. 14	Burrard Dry Dock	12 Unions	706
Aug. 14	Yarrows	12 Unions	821
MISC. MANUFACTURING			
Dec. 31	Lafarge Cement et al.	Teamsters, Local 213	1,300
CONSTRUCTION			
Apr. 30	C.L.R.A.	Carpenters, Provincial Council	9,000
Apr. 30	C.L.R.A.	I.B.E.W., several Locals	2,450
Apr. 30	C.L.R.A.	Labourers, 4 Locals	4,725
Apr. 30	C.L.R.A.	Operating Engineers, Local 115	3,000
Apr. 30	C.L.R.A.	Plumbers, Local 170	2,500
TRADE			
May 31	Kelly, Douglas Co. & Sub. Co.	Kelly, Douglas Employees Ass'n	800
EDUCATION			
Mar. 31	University of B.C.	C.U.P.E., Local 116	1,500
Dec. 31	B.C. School Trustees' Ass'n	B.C. Teachers' Federation	23,500
MUNICIPAL SERVICES			
Dec. 31	City of Vancouver	C.U.P.E., Local 1004	1,500
Dec. 31	City of Vancouver (Inside Workers)	Municipal & Regional Employees	1,800
MISC. SERVICE			
Apr. 30	B.C. Hotels' Ass'n (Lower Mainland)	Hotel Employees, Local 835	2,000
Apr. 30	B.C. Hotels' Ass'n. (Vancouver & Lower Mainland)	Hotel Employees, Local 16	2,000
Sept. 30	Insurance Corp. of B.C.	O.T.L.U., Local 378	1,989
MINING			
Feb. 16	Cominco (Fording Operations)	Steelworkers, Local 7884	702
Apr. 12	Utah Mines	Operating Engineers, Local 115	563
June 30	Granduc Operating	5 Unions	600
TRANSPORTATION			
Dec. 31	B.C. Maritime Employers' Ass'n	Longshoremen	3,000
COMMUNICATION & OTHER UTILITIES			
Mar. 31	B.C. Hydro	O.T.E.U., Local 378	3,100
Dec. 31	B.C. Telephone	Telephone Workers	8,715

OCCUPATIONAL DEVELOPMENTS

Several sources of occupational supply and demand data are utilized to develop a composite picture of labour market conditions on a regular basis. Operational statistics of the Department compiled monthly provide data on the number of clients registered at Canada Manpower Centres by occupational groups. Unfilled vacancy data and information on persistent occupational shortages is also compiled monthly. Other occupational data is compiled by the Unemployment Insurance Commission. The major external source of occupational data is the Job Vacancy survey conducted by Statistics Canada.

Data from all of these sources is used to develop the Department's regular Forward Occupational Imbalance Listing (FOIL) program. The Department's major forecasting program of course is the Canadian Occupational Forecasting Program (COFOR) that produces medium term forecasts of occupational requirements in Canada and for each region. The latest publication of COFOR for the Pacific Region will be available for general distribution by the end of March. A COFOR publication Volume I, containing detailed forecasts for Canada and summary data for the regions, is available now.

Occupational Shortages

In the past year, the greatest number of shortages were registered in the following occupations: occupational and physiotherapists, typists, chefs and cooks, barbers and hairdressers, waiters/waitresses, motor-vehicle and heavy duty mechanics and repairmen, and construction electricians and repairmen.

The number of persistent shortages is down considerably from the number reported in 1974.

Average Occupational Shortages Pacific Region

	1975	1974
First Quarter	727	1,349
Second Quarter.....	789	1,728
Third Quarter	837	2,260
Fourth Quarter.....	667	1,076
Annual	755	1,603

Source: Occupational Shortages Survey

Forward Occupational Imbalances Listing (F.O.I.L.)

Pacific Region

Unlike the COFOR system which has a medium term economic forecast base the F.O.I.L. system generates short-term forecasts of occupational imbalances oriented to more localized conditions. Output from the F.O.I.L. system is in terms of two year forecasts of excessive demand for workers or excessive supply of workers in specific occupations and where possible in geographical areas within regions. The final listing represents a distillation of various indicators obtained from the Job Vacancy Survey, Unemployment Insurance claimant statistics, Canada Manpower Centre registered client and vacancy data plus employment estimates and growth rates produced by the COFOR system. A further input of qualitative judgment is provided by the economists of the Regional Economic Services Branch, Employment Development Consultants and others from both within and outside of the Department. The results of this process are then reviewed by the Manpower Employer Services Branch, in consultation with the Occupational Forecasts Division of the Economic Analysis and Forecasts Branch, Ottawa, in order to integrate the regional lists into a national overview for the final publication. Although all 498 occupational groups are reviewed, the list made essentially for internal departmental programs, does not include labouring and other low skill occupations.

Ratings and Their Interpretations

The degree of differentiation accorded to levels of excess demand or excess supply is essentially arbitrary. Too many distinctions lead to a lack of discrimination; too few paint a 'black and white' picture.

There are three degrees of severity used in the F.O.I.L. process as depicted below.

Excess Supply	Excess Demand
SS: Slight Supply	SD: Slight Demand
MS: Moderate Supply	MD: Moderate Demand
ES: Extreme Supply	ED: Extreme Demand

Forward Occupational Imbalances Listing (F.O.I.L.)—(Cont'd.)

The ratings reflect a situation of persistent excess supply or demand which is expected to continue for two years in the absence of measures of intervention, such as training, mobility and job creation programs. The lack of a rating for an occupation does not imply a low level of growth or activity in the occupation. It does mean that in occupations such as **clerical and stenographic** for example, although there is high demand

growth, there is also high supply growth and this state should continue.

Additional information on the F.O.I.L. system is provided in the national publication or may be obtained from the Regional Economic Services Branch, Department of Manpower and Immigration, 1055 W. Georgia St., Vancouver, B.C.

FORWARD OCCUPATIONAL IMBALANCE LIST: BRITISH COLUMBIA

February, 1976

CCDO	Occupational Title	7 Digit CCDO	Rank	Comments
1135	Managers, Financial		SD	SD for experienced individuals in all 7 digit groups.
1137	Sales Management		MS	
1141	Purchasing Management		MS	
1142	Services Management		ES	
1145	Construction Management		ES	
1147	Transport, Communications and Utility Management		MS	
2139	Occupations in Life Sciences N.E.C.	2139.110 Foresters	ES	
2143	Civil Engineers		SD	Municipal Engineers in S.D., all others in balance.
2161	Surveyors		ES	ES for less qualified and inexperienced.
2163	Draughtsmen	2163.138 Electrical	SD	All other 7 digit groups in balance.
		2163.154 Mechanical	SD	
2165	Architectural and Engineering Technicians	2165.134 Industrial Engineering Technologists	MS	All other 7 digit groups in balance.
		2165.230 Electronic Engineering Technicians	SD	
		2165.238 Industrial Engineering Technicians	MS	
2183	Systems Analysts		SD	SD for qualified and experienced individuals.

Forward Occupational Imbalances Listing (F.O.I.L.)—(Cont'd.)

FORWARD OCCUPATIONAL IMBALANCE LIST: BRITISH COLUMBIA February, 1976

CCDO Occupational Title		7 Digit CCDO	Rank	Comments
		2183.118	MD	MD for senior level, probable MS for recent graduates.
2331	Social Workers	Programmers	MS	SS for M.S.W., ES for less qualified with demand generally weakening.
2333	Welfare and Community Service		ES	
2339	Social Work, N.E.C.	2339.199	ES	
		Canvassers, Non-Profit Organization and Neighbourhood Workers		
2391	Educational and Vocational Counsellors		ES	
2719	University Teachers, N.E.C.	2719.110	ES	
		Graduate Assistants		
2731	Elementary and Kindergarten Teachers		ES	Mainly ES throughout the region, particularly Metro Vancouver and South Vancouver Island. Some areas with very slight demand in North Central.
2733	Secondary School Teachers		MS	ES in Metro Vancouver and South Vancouver Island. SD in some North Central locations.
3131	Nurses, Graduate		SS	Hospital budget cutbacks causing shift to SS.
3135	Nurses' Aides		SS	Expected growth in the excess supply of qualified people.
3137	Therapists		SD	SD applies to all 3137 groups.
3157	Dental Hygienists	3157.110	SD	
4111	Secretaries and Stenos		SS	MS in Okanagan-Kootenays and Vancouver Island, Balanced in Metro Vancouver.
4113	Typists/Clerk Typists		SS	Declining demand.
4133	Tellers		MS	Occupation has low wages, high turnover.
4143	Electronic Data Processing Equipment Operators		MS	
4151	Production Clerks		SS	
4155	Stock Clerks		ES	
4171	Receptionists		MS	
4191	Collectors		MS	
4194	Hotel Clerks		MS	SD for those able to operate N.C.R. machines.
4197	General Office Clerks		ES	
5135	Sales persons, Commodities	5135.126	SD	SD persists in North Central. MS for all other 5135 categories.
		Sales Persons, Parts		
5137	Sales Clerks, Commodities		SS	

Forward Occupational Imbalances Listing (F.O.I.L.)—(Cont'd.)

FORWARD OCCUPATIONAL IMBALANCE LIST: BRITISH COLUMBIA February, 1976

CCDO Occupational Title	7 Digit CCDO	Rank	Comments
5145 Service Station Attendants		MS	SS North Central, anticipated declining demand with increasing number of self-serve stations.
5171 Insurance Sales Persons		SD	Commision sales in most cases.
6121 Chefs and Cooks	6121.126 Cooks, Specialty Foods	SD	Specialties in demand, particularly in Metro Vancouver. Demand highly seasonal in all other areas. Some demand for camp cooks in North Central. ES in all other 6121 categories.
6123 Bartenders		ES	Problem of establishing qualifications. Oversupply less severe in North Central, where SS persists.
6125 Waiters, Food and Beverage	6125.110 Waiters, Formal Service	SD	ES for all other 6125 categories. Demand tends to be highly seasonal.
6133 Chambermaids		ES	Highly seasonal.
6143 Barbers/Hairdressers	6143.114 Barbers	SD	High turnover in Metro Vancouver. SD Metro Vancouver, North Central. MD Okanagan-Kootenays.
	6143.118 Cosmetologists	SD	SD in Metro Vancouver, North Central. MD in Okanagan-Kootenays.
7195 Nursery Workers		SS	Seasonal demand.
7513 Timber Cutting		ES	Industry now in recovery, anticipated gradual increase in demand for 7513 categories. SS in Okanagan-Kootenays.
7517 Log Hoisting		ES	Industry now in recovery, anticipated gradual increase in demand for 7517 categories.
7713 Other Drilling		MS	Increase in coal production, two new probable hard rock mines should ease current ES condition to MS.
7715 Blasting Occupations		MS	Increased mining activity should ease current ES to MS.
7717 Mining: Cutting		SD	Strip mining in Okanagan-Kootenays.
7719 Mining and Quarrying N.E.C.		SD	SD in high-skilled categories expected to develop.
8137 Moulding		SS	
8313 Machinists		SS	SD in North Central, SS elsewhere
8333 Sheet Metal Workers		MS	
8335 Welders	8335.126 Combination Welders	MS MS	Demand improving moving toward SS. MS overall but SD in Okanagan - Kootenays.
8337 Boilermakers		ES	
8533 Electrical Equipment Installing and Repairing	8533.110 Electrical Repairmen	SD	Demand for plant maintenance, repairmen in Okanagan-Kootenays, balance elsewhere.

Forward Occupational Imbalances Listing (F.O.I.L.)—(Conf'd.)

FORWARD OCCUPATIONAL IMBALANCE LIST: BRITISH COLUMBIA February, 1976

CCDO Occupational Title	7 Digit CCDO	Rank	Comments
	8533.118 Refrigeration Mechanics	SD	Okanagan-Kootenays, balance elsewhere.
	8533.126 Appliance Repairmen	SD	Okanagan-Kootenays, balance elsewhere.
8553 Tailors and Dressmakers		MS	
8562 Upholsterers		SD	
8571 Cementing and Bonding		SD	
8581 Motor Vehicle Mechanics	8581.110 Motor Vehicle Mechanics	SD	MD North Central, SD Vancouver Island, Merritt, in balance other areas.
	8581.142 Body Repairmen	SD	MD North Central, SD Vancouver Island, in balance other areas.
8582 Aircraft Mechanics		SD	Demand increasing.
8584 Industrial Mechanics	8584.122 Millwrights	MD	ED North Central, MD elsewhere.
	8584.378 Construction Equipment Mechanics	MD	
	8584.382 Diesel Mechanics	MD	ED North Central, MD elsewhere.
8588 Precision Instrument Repairmen		SD	
8592 Marine Craft Fabricators	8592.114 Shipwrights	SS SD	High turnover. Metro Vancouver and Vancouver Island.
8595 Painting and Decorating		SS	Highly seasonal.
8711 Excavating and Grading		ES	Possible movement to Alberta, moderating ES.
8713 Paving and Surfacing		ES	Highly seasonal. Provincial government activity may moderate ES.
8715 Railway Sectionmen		SS	
8731 Power Linemen		SD	Substantial project cutbacks expected to reduce demand.
8733 Construction Electricians	8733.122 Building Electricians	SD	MD North Central, SD Okanagan- Kootenays balanced elsewhere.
8781 Carpenters		ES	Recovery in housing starts expected to increase requirements, moderating ES.
8782 Masons		MS	Highly seasonal. Recovery in housing starts expected to increase requirements, moderating MS.
	8782.110 Bricklayers	SD	Okanagan-Kootenays and North Central. Other areas in balance.
	8782.130 Tilersetters	SD	Okanagan-Kootenays. Other areas in balance.

Forward Occupational Imbalances Listing (F.O.I.L.)—(Cont'd.)

FORWARD OCCUPATIONAL IMBALANCE LIST: BRITISH COLUMBIA February, 1976

CCDO Occupational Title	7 Digit CCDO	Rank	Comments
8783 Concrete Finishing		MS	Seasonal.
8784 Plasterers and Drywallers		ES	Recovery in housing starts expected to increase requirements, moderating ES.
8785 Painters		MS	Recovery in housing starts expected to increase requirements.
8786 Insulating		SD	
8787 Roofing		MS	Recovery in housing starts expected to increase requirements.
8791 Pipefitting, Plumbing		SS	
	8791.110	SD	SD North Central, MD Okanagan-Kootenays balance elsewhere.
	Pipefitter		
	8791.114	SD	ED North Central, MD Okanagan-Kootenays balance elsewhere.
	Plumber		
8793 Structural Metal Erectors		ES	Sensitive to major projects.
9155 Deck Crew, Ship		ES	SS North Central.
9157 Engine Crew, Ship		MS	
9175 Truck Drivers		MS	ES North Central.
9512 Printing Press		SS	
9517 Bookbinding		ES	
9591 Photographic Process		SS	

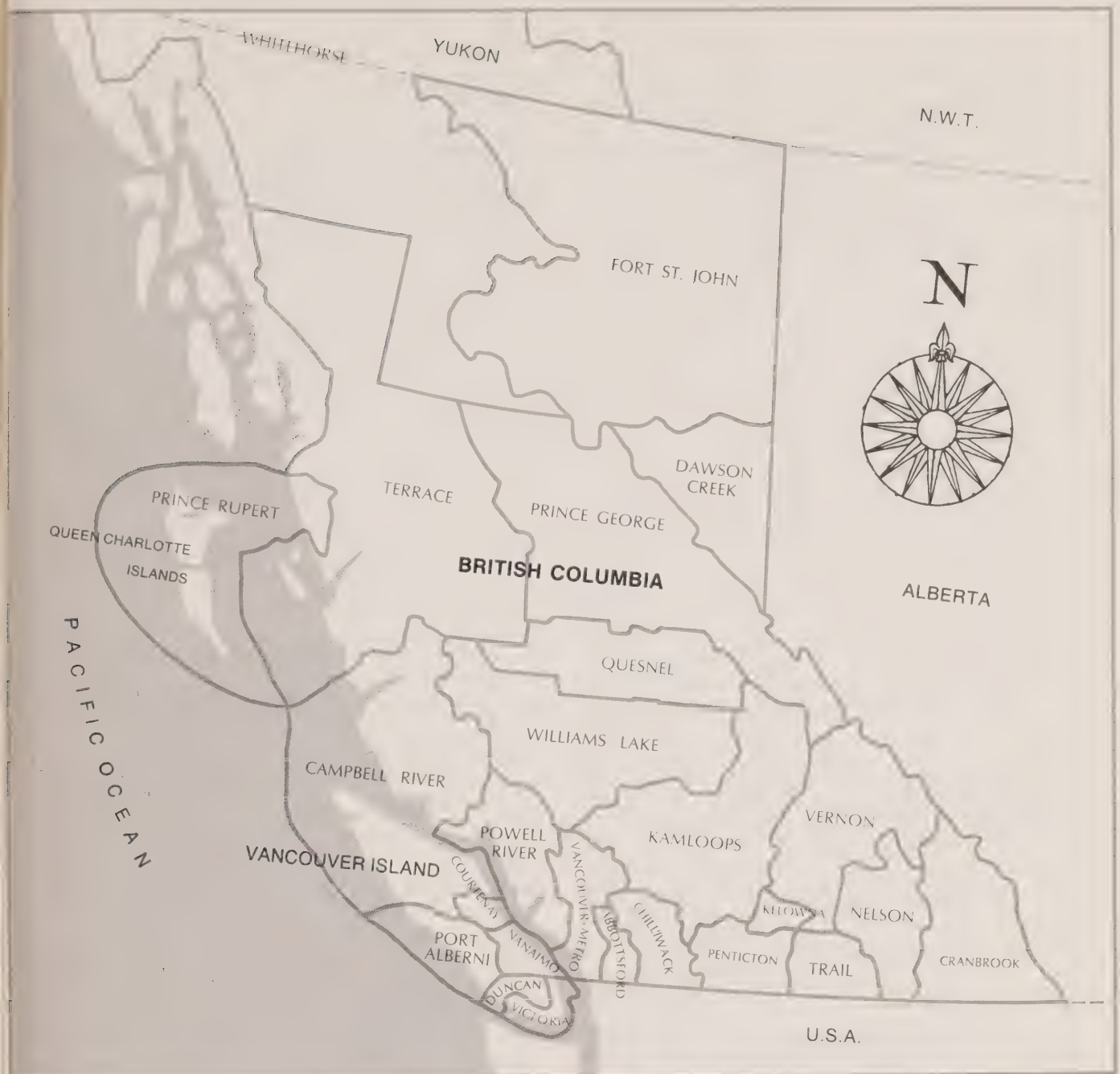
The following are low-skill occupations characterized by chronic Extreme Supply.

- 6139 Occupations in Lodging and Other N.E.C.
- 6149 Personal Service Occupations, N.E.C.
- 6198 Occupations in Labouring, Service
- 7518 Occupations in Labouring, Forestry & Logging
- 8148 Occupations in Labouring, Metal Processing
- 8217 Fish Canning, Curing & Packing
- 8238 Occupations in Labouring, Wood Processing, except Paper Pulp
- 8798 Occupations in Labouring, Other Construction Trades
- 9318 Occupations in Labouring, Material Handling, N.E.C.

The following is a list of occupational groups in Sciences which have been identified by the Executive and Professional division as being in excess supply. Although a few jobs are available for experienced individuals in some of these groups, recent graduates are in moderate to extreme supply.

- 2111 Chemists
 - 2112 Geologists
 - 2113 Physicists
 - 2117 Chemical Technologists
 - 2131 Agriculturists and Related
 - 2133 Botanists and Zoologists
 - 2135 Life Sciences Technologists and Technicians
 - 2142 Chemical Engineers
 - 2145 Industrial Engineers
 - 2165 Industrial Technicians
 - 2351 Librarians
 - 3156 Medical Laboratory Technologists and Technicians
- All 7 digit groups 114 and over.
- All 7 digit groups except 134
110 to 126. Also 166, 206, 214, 234, 250, 254
Most 7 digit groups
- 7 digit groups 238 and over
- 7 digit groups 110, 126

CANADA MANPOWER CENTRES PACIFIC REGION



AREA MANAGEMENT OFFICES AND CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA:	Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon
METRO VANCOUVER AREA:	Abbotsford, Chilliwack, Vancouver Metro
NORTH CENTRAL AREA:	Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse, Williams Lake
VANCOUVER ISLAND AREA:	Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER:	Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria
KAMLOOPS:	Dawson Creek, Kamloops, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

Summary

Employment expansion in the Metro Vancouver Area outpaced growth in the rest of the province in 1975, as it did in 1974. The recession which straddled these two years was centred in the export oriented resource industries which provide a smaller share of total employment in the Metro Area than in the rest of B.C. The large service sector in the Metro Area apparently insulated the local labour market from much of the impact of the recession. However, secondary effects of the resource industry problems restrained expansion in some of the service industries, and held total growth to about 3.5 per cent.

The employment expansion fell short of increases in the Area's labour force. The number of persons working or seeking work grew by more than 5 per cent during 1975. Approximately 55 per cent of the labour force growth resulted from increases in the working age population; the rest was due to marked increases in the participation rates.

AVERAGE UNEMPLOYMENT RATES METRO VANCOUVER

	1975	1974
First Quarter	7.7%	5.7%
Second Quarter.....	7.1%	5.1%
Third Quarter.....	6.7%	4.7%
Fourth Quarter.....	7.0%	5.7%
Annual	7.1%	5.3%

Source: Labour Force Survey

The growing surplus of workers was accompanied by lower turnover rates among the employed, and by some reductions in hours worked per week as employers attempted to retain staff in the face of falling product demand. These factors, and increased availability of job seekers applying directly to the employers, led to disproportionately large reductions in the numbers of job vacancies notified to Canada Manpower Centres (CMC's).

AVERAGE NUMBER OF JOB VACANCIES RECEIVED DURING THE MONTH AT METRO VANCOUVER CMC's

	1975	1974	% Change
First Quarter	3,961	7,247	-45%
Second Quarter.....	6,809	10,139	-33%
Third Quarter	5,569	9,359	-40%
Fourth Quarter.....	5,529	6,302	-12%
Annual.....	5,467	8,262	-34%

Employment

Through the first three quarters of 1975, Area employment in the **wood industries** showed only little improvement over the depressed conditions of late 1974. Product demand was weakened by lower than average housing construction activity in both the U.S. and Canada, and output was further restricted by industrial disputes in the lumber and the pulp and paper sectors. During the fourth quarter, a marked upturn in housing construction in Canada and in the U.S. buoyed demand for lumber products and provincial legislation halted the industrial disputes, at least temporarily. By the end of the year most Area mills were operating on a two-shift basis, with production levels approaching 80 per cent of rated capacity. Ample supplies of labour were available for this moderate expansion; no labour shortages were noted. In spite of the pickup at the end of 1975, average employment for the year was lower than the average for 1974 by nearly 20 per cent.

Reduced employment opportunities in 1975 were also evidenced by sharp declines in the number of job vacancies notified to Area CMC's. Vacancies notified by the primary forestry industry dropped by 60 per cent; wood products manufacturing vacancies fell by 50 per cent; and vacancies notified by the pulp and paper sector dropped by 38 per cent.

Mild growth of activity in the forest industries in 1976 should return Area employment in this sector to average levels established in 1974. However, full capacity employment is not anticipated before 1977.

Reduced activity in forest products manufacturing, and in primary forestry and mining throughout B.C. in 1974 and 1975 led to significant dislocations in ancillary **manufacturing** industries in the Metro Vancouver Area. Total closure of a manufacturer of heavy trucks and layoffs in truck trailer manufacturing, at a wire rope plant and at Area machine shops and fabricating plants, were all attributed to weak economic conditions and strikes in the resource industries. Average employment in Area manufacturing industries was estimated at about 100,000 jobs for 1975; nearly 7,000 jobs less than the average for 1974.

Vacancies notified to Area CMC's in manufacturing (other than wood products) declined by about 47 per cent as the number of jobs available shrank and as the supply of persons seeking employment at the plant door increased.

Although average employment for the year was down about 7 per cent, the end of year rally in the resource industries augurs well for 1976. Moderate employment growth is anticipated as plants currently operating well below capacity respond to rising product demand. By the end of 1976, the manufacturing sector again should provide nearly 20 per cent of Area employment.

ESTIMATED INDUSTRIAL DISTRIBUTION OF EMPLOYMENT METRO VANCOUVER 1975

Industry	% of Area Employment
Agriculture	1.5
Forestry	0.8
Fishing and Trapping	0.3
Mining	0.6
PRIMARY INDUSTRIES	3.1
Manufacturing	16.8
Construction	7.5
SECONDARY INDUSTRIES	24.3
Transportation, Communication & Other Utilities	10.6
Trade	19.8
Finance, Insurance, & Real Estate	6.7
Community, Business & Personal Services	30.5
Public Administration	5.0
TERTIARY INDUSTRIES	72.6
ALL INDUSTRIES	100.0

Source: RESB, Pacific Region

A marked upturn in building permits issued late in 1975 indicates that the **construction** sector too will enjoy moderate growth through 1976. However, potential gains could be limited by industrial disputes, as most of the agreements between the Construction Labour Relations Association and the major building trades expire at the end of April.

Employment in the Metro Area's construction industry in 1975 showed no gains over 1974 employment of approximately 44,000. Although residential construction activity flagged in the first half of the year, employment levels were maintained by escalation of commercial construction started in 1974, and by significant increases in institutional construction. Industrial construction was severely curtailed by the recession.

By the end of 1975, renewed strength of the residential construction sector was evidenced by a sharp upturn in housing starts and in residential building permits issued. This sector should be a significant source of employment increases in construction for 1976.

Commercial construction saw the completion of more than 600,000 square feet of rentable office space

in large non-government projects in greater Vancouver during 1975. At least three times as much is underway and slated for completion in 1976, and an additional 70,000 square feet in major projects under construction now will not be completed until 1977. Work underway and at other projects at advanced stages of planning should, at minimum, maintain employment in commercial construction through the next twelve months at levels established in 1975.

VALUE OF BUILDING PERMITS ISSUED (1) METRO VANCOUVER

	1975 \$ Millions	1974 \$ Millions	% Change
Residential	465	379	+ 23
Commercial	176	127	+ 38
Institutional & Government	99	55	+ 80
Industrial	72	87	- 17

(1) Preliminary estimates for January to November

Institutional construction may well be the main area of construction employment growth in 1976. Five major hospital expansion projects are started or at advanced planning stages in the greater Vancouver area; courthouse construction downtown is underway, and is planned for New Westminster; and a federal prison is under construction at Mission. These conspicuous projects and continued expansion of suburban schools and local government offices obviously will generate a significant share of construction employment in 1976.

In spite of the moderate growth expected for construction employment, general labour shortages are not anticipated.

The **transportation, communications, and other utilities** sector was the service industry group most severely affected by the resource industry cutbacks of 1974 and 1975. Average employment fell by approximately 1,000 jobs, thereby reducing this sector's contribution to total employment in the Area from about 11.1 per cent in 1974 to 10.6 per cent in 1975. The economic slowdown in the resources industries had a detrimental impact on the **transportation** sector, in particular. Layoffs were reported by towboat companies and by other carriers. Revival of activity in the export industries should buoy these sectors through 1976, but only moderate employment expansion is anticipated in the near term. Layoffs in the transportation sector, and budget trimming by communications

and utilities industries reduced the flow of vacancies notified to Area CMC's to approximately two thirds the volume received in 1974.

Vacancies notified to CMC's by the **retail and whole-sale trade** sectors dropped by roughly 40 per cent, apparently because of larger than usual supplies of walk-in job seekers. Total employment in this sector increased slightly — by about 2.5 per cent over 1974 levels. Completion of several suburban shopping centres and of another downtown shopping mall were important elements in this job growth. Moderate growth is also anticipated in 1976 with the opening of an additional department store in the city core, and with continued expansion of Area shopping centres.

Job vacancies notified by the **finance, insurance, and real estate** sector also declined (by about 37 per cent) in spite of continued mild growth of employment. This sector provides less than 7 per cent of employment in the Metro Area.

The large **community, business and personal** services industry was the principal source of new jobs in the management area during 1975. Employment in this sector expanded by more than 10 per cent, adding nearly 19,000 jobs to the local economy. This was an unusually large increase, even when deflated by 1 or 2 per cent to reflect continued reductions in hours worked per week by employees in this sector. Much of this growth is attributed to the expansion of services in the rapidly growing suburban areas. Completion of another downtown hotel and growth of business services based in Vancouver were other important elements.

Continued strong growth of this sector through 1976 will be supported by completion of another hotel in the city core and by greater demands for business services as the resource industries again move into an expansionary phase. The U.N. Habitat Conference should be a significant element adding to service sector employment also.

Labour Force

Nearly one half of the increase in the size of the labour force in the Area in 1975 was attributed to increases in the proportion of the working age population that was working or seeking work. The year to year increase (of 1.4 points) in the average participation rate was nearly three times as large as changes noted in the previous three years.

Provincial data indicate that all of this change was due to increased labour market activity by women; participation rates for men actually declined slightly in 1975.

One theory attributes the increased labour market activity of women to an attempt to maintain families' standards of living when faced with inflation and with unemployment of the male. In the Metro Area, part of the increased participation of women may also be attributed to the pull of new jobs available to women. This may be of particular importance in some of the suburban areas where shopping centre expansion has created a significant new demand for labour in jobs traditionally held by women.

AVERAGE PARTICIPATION RATES METRO VANCOUVER

	1975	1974
First Quarter.....	61.2%	59.7%
Second Quarter.....	63.7%	61.6%
Third Quarter.....	64.3%	63.0%
Fourth Quarter.....	62.3%	61.4%
Annual.....	62.9%	61.5%

Source: Labour Force Survey

By the year end, there were some indications that the rates of growth of the Area labour force was slowing down. Part of this deceleration may have been due to withdrawal from the labour force by persons discouraged by a long period of unemployment. (Provincial data on participation rates of youth, for example, showed an unusual drop late in the year.) To the extent that such a "discouraged worker effect" took place, re-entry of these persons during the anticipated recovery may thwart reductions in the unemployment rate.

The increases in unemployment during 1975 affected both skilled and unskilled workers. Layoffs in the resource dependent industries released a large number of highly skilled tradesmen and managers, as well as personnel with less training. The number of hard to fill vacancies which were reported by Area CMC's dropped drastically as unemployment rose and turnover fell. However, at year end, the CMC's were still reporting shortages of qualified occupational and physiotherapists, dental hygienists, and very minor shortages of experienced secretaries, typists and other clerical staff.

AVERAGE OCCUPATIONAL SHORTAGES METRO VANCOUVER

	1975	1974	% Change
First Quarter.....	370	720	-48%
Second Quarter.....	500	1,060	-53%
Third Quarter.....	480	1,790	-73%
Fourth Quarter.....	250	670	-63%
Annual.....	400	1,060	-62%

AREA DEVELOPMENTS

VANCOUVER ISLAND AREA

Labour difficulties during the past year tended to aggravate poor labour market conditions on Vancouver Island already caused by underlying economic troubles. Some improvement became apparent towards the year end, encouraged by slight betterment on the international scene and the domestic recovery justifiably anticipated for 1976.

Job vacancies notified to Canada Manpower Centres on Vancouver Island during the final quarter of 1975 were only slightly less than the level of 1974, after allowance is given for an exceptional December 1975 figure for jobs connected with the postal service. This favourable situation followed poor figures for the first 9 months of the year, when vacancies moved between 28% and 40% down on the previous year.

Job vacancies notified is only a rough measure of jobs available, since notification is quite voluntary on the part of potential employers, whose use of Manpower facilities may vary between geographical area and the size of community, as well as through having differing needs for the government placement service during a slack period of the business cycle; but it is still heartening to see any improvement.

VANCOUVER ISLAND VACANCIES NOTIFIED TO MANPOWER CENTRES

Total for:	1975	1974	1973
First Quarter	4,900	8,200	8,000
Second Quarter	9,000	12,700	9,600
Third Quarter	5,900	9,300	8,300
Fourth Quarter	5,400	5,300	6,000

It is worth noting here that there has been an apparent shift in vacancies from the northern part of Vancouver Island towards the south during this year as Victoria has been buffered from the major economic reaction shown by the other areas of Vancouver Island by the stability, and even growth of public administration, which is its base industry. Of further significance is the sustained level of vacancies in service oriented industries at the expense of those in resource industries. A continuance of this trend would be cause for concern as to longer term stability, but strengthening international markets for forestry and mining products should start altering this picture towards the second quarter of 1976.

This relative strength of the service sectors was uniform to all areas of Vancouver, even in the northern

heavily forest based centres, illustrating the reluctance of consumers to dispense with services to which they have become accustomed. This position of major industrial sectors during 1975 is illustrated by the following table.

VANCOUVER ISLAND VACANCIES NOTIFIED TO MANPOWER CENTRES BY SELECTED INDUSTRY (Annual Total)

	1975	1974	% Change
Forestry	2,230	3,290	-32%
Mining	210	570	-63%
Manufacturing	2,940	4,990	-41%
Construction	1,830	2,450	-25%
Trade	3,000	4,330	-30%
Community Business & Personal Service	8,800	11,650	-24%
Public Administration	3,650	5,590	-35%

During the fourth quarter, some additional strands were being fed into the area labour market picture as the economy appeared to move into a turn-around period. Some year-to-year growth of vacancies in service oriented industries has been noted, and a far better position in the manufacturing sector.

VANCOUVER ISLAND VACANCIES NOTIFIED TO MAN- POWER CENTRES BY SELECTED INDUSTRIES (Fourth Quarter Total)

	1975 4th Quarter	1974	% Change
Forestry	357	562	-36%
Mining	35	111	-68%
Manufacturing	639	570	+ 12%
Construction	385	373	+ 3%
Trade	522	650	-19%
Finance, Insurance, Real Estate	93	124	-25%
Community, Business and Personal Service	1,866	1,776	+ 5%
Public Administration	872	790	+ 10%

Victoria and district is however, largely responsible for the see-saw illustration of manufacturing and construction job availability when compared with figures for earlier in the year. Year end layoffs in seasonal and cyclical industries are apparent. In particular the cut-back in the north has had special influence on

finance, insurances and real estate; the areas most heavily forest dependant being severely affected.

Faced with these difficult labour market conditions it would be anticipated that fringe workers begin to retreat as the will to seek work was quashed. Both lower vacancies, indicating less job availability, and higher unemployment are such deterrents and during 1975 the reaction was apparent. The participation rate from the Statistics Canada Labour Force Survey, is an accepted measure of the proportion of the working age population that is active in the labour market, and well illustrated this situation.

AVERAGE PARTICIPATION RATES VANCOUVER ISLAND

	1975	1974	1973
First Quarter	56.3%	54.3%	54.5%
Second Quarter.....	56.8%	56.9%	55.5%
Third Quarter	54.8%	57.7%	56.6%
Fourth Quarter	53.2%	55.7%	55.1%

After showing annual increase as potential workers responded to a good and active labour market over the past few years, the rate has, throughout 1975, shown almost a constant decline. This fairly even rate of decline in itself is worthy of comment, as the usual pattern is one of seasonal increases during the summer months. Apart from a slight rise in the 2nd Quarter — much less prominent than in other years — 1975 has seen a three point decline over the year, with a 2.5 point decline from year end to year end.

This declining rate has taken place against a steady rise in area population albeit below that of previous years. Declining participation rate would indicate withdrawal into a role of dependant and reflection of the problems of school leavers deciding to return to school or opt out of the labour market until conditions improve.

The co-incidental measure of the state of the labour market is the unemployment rate which has been of especial concern over the past year. Unemployment rates have been substantially higher than in previous years and despite the unemployment rate at the year end being the same as year end 1974, this needs to be viewed against the background of significantly reduced labour market participation. This suggests unemployment in real terms has worsened substantially from a year ago.

AVERAGE UNEMPLOYMENT RATES VANCOUVER ISLAND

	1975	1974	1973
First Quarter	10.3%	6.5%	7.2%
Second Quarter.....	6.8%	6.4%	6.3%
Third Quarter	9.9%	6.1%	4.9%
Fourth Quarter	8.1%	8.1%	6.1%

For any overall view of the past year the year's labour relations problems should be borne in mind, as a strike/lock out situation, especially in one industry towns cannot help but have affected the labour market situation over and above economic considerations. Events leading up to the provincial return to work bill caused serious disruption in normal commerce. Reduced spending by groups on strike had repercussions in retail and other sectors resulting in lay-offs which are mirrored by the 3rd Quarter measurements. No doubt underlying economic circumstances somewhat prolonged disputes during the past year. 1976 will see a decline over 1975 in numbers of employees affected by contract negotiations, unless last years unresolved disputes flare up subsequent to the end of the return to work order. The picture should therefore be clearer than in 1975, with less impact to work through the economy.

The most critical industry to the Vancouver Island area economy, forestry, has been beset with problems throughout 1975, entering the year with falling prices and extremely soft international markets for its products. Companies were forced to stockpile, in addition to facing a contract year. Such conditions reduced the need for early settlement and the resultant effects are still working through the economy. One bright spot was the opening of the new \$10 million Domans Cowichan Bay mill. Christmas closures and bad weather will take up some of the slack before a 1976 expected recovery takes effect. Despite high cost housing, house starts in the U.S.A. are expected to turn up, while house units under construction in Victoria in December of 1975 are already up 56 per cent on December, 1974, while the stock of new houses unoccupied has dropped to 40 from 100 a year ago. These are all encouraging signs for the forest based industries but a real advance in employment in these industries cannot be expected until later in 1976.

Mining has been similarly affected by international markets. In addition this industry's cyclical trends usu-

ally mean that firming of international prices and demand arise well on in the recovery stage of economies. Consumer stockpiles need to be worked through as well as those stockpiled at mine site. Stockpiles are presently at record levels and deliveries have been cut back at customer request emphasizing that the current softness of markets could be expected to rule for most of 1976. However, employment at operating mines on Vancouver Island should remain quite stable over the coming years and no new major projects are in the offing in the area. The strongest labour market impact in this sector is that employers will be operating for at least another year with the present favourable low turnover situation.

A sector of some strength at the year end, especially in the Victoria area, manufacturing as a group appears to be recovering with orders improving. Of especial interest are the Victoria machine shops and metal fabricators, while shipyards are increasing employment levels steadily. As primary industries improve further north on the island and wood products markets improve activity in all sections should be markedly better. However, only a gradual improvement is expected in the early months with momentum gaining by mid year and onwards.

A fairly reasonable year was enjoyed by the construction industry given the state of the economy. As mentioned before both housing units under construction and housing starts were showing definite signs of improvement at the year end, yet a large proportion of houses built appeared to be in the more expensive end of the market, which could cause some continued delay in sales and slow house starts while inventories are sold. Ceilings placed on Provincial government expansion can be expected to reduce the momentum of this sector in Victoria but most impact could be in the office and commercial sectors. As office space became short in Victoria during the last year against an expanding government demand so could presently planned construction of new units coincide with reduced demand from a non-expansionist government. Delays in starts and increasing costs have shown themselves in Laurel Point, where the major hotel development, planned for many years is now in jeopardy. This could be repeated elsewhere. On balance a stronger sector is anticipated but the degree of advance is still in question.

Retail trade appears to have had a good year-end and

has weathered the last year's downturn remarkably well. Further inflationary expectations will probably cause expansionist attitudes on the part of consumers, and later a more stable labour market would consolidate such spending, especially if labour contracts culminate without great disputes. However, expenditure on luxury items may suffer as real income feels some pressure and consumers feel the need for discretion in spending disposable income. Some restraint on employment growth has already been applied by the high labour component costs thus will continue important in 1976.

From recent experience the community, business and personal service sector still appears on a growth pattern, varying only in its rate of growth against slowing basic economic conditions. Throughout the last quarter of 1975 this sector was consistently highest in vacancies, with a good geographic spread across Vancouver Island. To some extent the strong overall employment gains and increases in disposable income of 1973 and 1974 are still working through the economy in establishing further services for maturing economies in many Vancouver Island Centres. However, some element of the consumers' reluctance to cut back "living standards" has also been at work during 1975. A fairly stable but quiet situation for these industries is expected in 1976 as the trend to additional demand is finally confronted by cost factors.

In summation, more stability is expected in 1976 within the labour market. Contract negotiations are anticipated to be more routine and less serious disputes should appear as less militancy than was present in 1975 is expected of negotiators. However, any increase in job opportunities will result in further increases of the labour force through increased participation with the result that unemployment rates are expected to remain above those of 1973/74 for much of the year. Those members of the labour force with transferable skills should find less difficulty in finding alternative employment, yet the market is expected to remain tight for those without special skills or those educated in fields which do not directly relate to actual occupations emphasized by the economy. Students and many school and college leavers could find themselves in this difficult position, thereby forced to reduce expectations or voluntarily retrain themselves to fit to a tight and very cost-conscious labour market for at least all of 1976.

AREA DEVELOPMENTS

OKANAGAN-KOOTENAYS AREA

District Overview

Continued strength in residential, hydro and commercial construction, and in the hospitality and trade sectors in the Okanagan and Kootenay areas highlighted activity in this district during 1975. Harvesting

industry sectors developed during the first quarter of 1975 following a very sluggish final three months in 1974. However, the annual output of logs and lumber still fell below that of 1974, a year when operations reached peak levels during the initial six-month period, subsequently tapering off sharply by September.

The primary indicators relevant to this district are summarized below.

As expected, the sluggish performance of the economy during 1975 curtailed employment activity throughout the District. The number of vacancies listed by employers at Manpower Centres dropped well below the 1974 level in both the South Central and Kootenay labour market areas. The decline was general to all major sectors other than agriculture and mining. A substantial increase in demand for seasonal farm labour to harvest a heavy crop of tree fruits partially offset reduced hiring activity in other industries in the Okanagan. Continued expansion of the mining work force by Fording Coal and Kaiser Resources in the East Kootenay more than compensated for cutbacks by copper operations based in the Highland Valley and Southern Okanagan. Although vacancies notified in the "Services" sector in total fell off during 1975, hiring activity for accommodation and food catering establishments rose by more than thirty per cent above the 1974 level. Significant gains were recorded in both the Kootenays and the Okanagan.

Reduced turnover probably contributed in part to the decline in the number of vacancies placed by employers at District Manpower Centres during 1975. This was quite evident in the construction industry where hiring activity in the District fell off by twenty per cent even though construction indicators exceeded 1974 levels.

Although a high level of unemployment prevailed during 1975, a substantial number of vacancies remained unfilled throughout the year in the following occupations:

Nurses, General Duty at Ashcroft, Trail, Penticton & Williams Lake

Salesmen, Life Insurance at Kamloops

Cooks, Short order & Specialty foods at Ashcroft, Vernon, Nelson, Williams Lake, Cranbrook & Fernie

Waitresses at Ashcroft and Trail

Hairdressers and Cosmetologists (Licensed) at Kamloops, Williams Lake and Okanagan Centres

ECONOMIC AND EMPLOYMENT INDICATORS S. CENTRAL, OKANAGAN AND KOOTENAY LABOUR MARKET AREAS

	1975	1974
Vacancies Listed By Employers at		
Manpower Centres		
Okanagan Labour Market Area.....	23398	24040
Kootenay Labour Market Area.....	9822	11891
S. Central Labour Market Area (Kamloops-Williams Lake).....	8372	13150
Placements, Seasonal Farm Labour,		
Okanagan	10528	9538
Timber Scale, Million Cubic Feet (1)		
Cariboo	200.0	176.0
S. Interior.....	370.2	423.3
Lumber Production, Million Board Feet (2)		
Cariboo (Jan.-September)	820.2	855.3
S. Interior (Jan.-September)	1336.5	1685.4
Fruit Production: Tree Fruits (tons).....	200505	172240
Grapes (tons)	11625	11000
*Number Dwelling Unit Starts by Labour Market Area:		
Okanagan	4606	3895
Kootenay.....	905	847
South Central.....	1656	1784
*Value Non-Residential Building Permits (\$thousand)		
Okanagan Area (Preliminary Estimate)	\$43252	\$51849
Kootenay Area	17057	15553
South Central Area	36472	17853

*Source: *Monthly Building Reports of Cities and Regional Districts (Full year); Building Permits Catalogue #64-001, Statistics Canada for smaller organized areas covering period January-September*

(1) Source: B.C. Forest Service

(2) Source: Statistics Canada Catalogue #35-003 (Production, Shipments & Stocks, B.C. Sawmills)

of a bumper tree fruit crop and resumption of full scale production by manufacturers of mobile homes and recreational vehicles provided additional stimulus to the economy of the Okanagan. Likewise, increased output by coal mines located at Sparwood and Elkford sustained the rapid growth which has prevailed at these communities over the past few years. A moderate pickup in production in the key forest

Domestic Help at Kamloops
Underground Miners at Fernie
Electricians and Electrical Repairmen at Fernie, Cranbrook, Trail, Revelstoke and Williams Lake
Carpenters, Maintenance at Trail
Welders, Steel Fabricators at Fernie and Trail
Motor Vehicle, Heavy Duty and Construction Equipment Mechanics at the Kootenay Centres, Ashcroft, Revelstoke and Williams Lake

Shortages in the construction and mining oriented skill trade occupations will probably intensify during the next three years, associated with the buildup of work crews on major construction projects and anticipated expansion in the mining sector. In addition, fallers, buckers, logging equipment operators, millwrights, sawyers and edgermen could be in periodic short supply by 1977 as production returns to normal levels at forest industry establishments. Hard-to-fill vacancies noted in the services occupational category, largely of a seasonal nature, will probably persist throughout the period to 1978, and possibly intensify with the projected expansion forecast for the hospitality industry.

As there is considerable variation in the economy of the three labour market areas included in this District, a brief review was prepared for each entity. The South Central area includes the Kamloops and Williams Lake Manpower areas, embracing all the Thompson-Nicola Regional District, the Williams Lake portion of the Cariboo Regional District and the Lillooet-Bridge River sub-divisions of the Squamish-Lillooet Regional District. The Okanagan Labour Market includes the Okanagan and Similkameen Valleys, as well as the Lumby, Armstrong, Enderby, Shuswap and Revelstoke sub-areas, embracing all the territory falling within the boundaries of the Penticton, Kelowna and Vernon Manpower Centres. The Boundary and Kootenay areas, excluding the Revelstoke school district, make up the Kootenay Labour Market administered by Manpower Centres at Nelson, Trail and Cranbrook.

Okanagan Labour Market Area

A high level of activity in residential construction and in the hospitality, retail trade and agricultural sectors prevailed in this area during 1975. Opening of major shopping centres at Penticton and Vernon spearheaded gains in employment in the service oriented classifications. Partial revival of the depressed forest industry and resumption of normal production by recreational vehicle manufacturing plants also highlighted developments in the Okanagan during the past year. Comparison of the principal indicators for this area as listed below for the past two years attest to the continuing strength of the Okanagan's economy.

	1975	1974
Number dwelling unit starts	4606	3895
Fruit Production: Tree Fruits (tons)	200505	172240
Grapes (tons)	11625	11000
Placements, Seasonal Farm Labour	10520	9538
Total Placements, All Industries	20467	20319

Although the volume of residential construction surpassed that of the previous year, placements actually declined, possibly indicating a lesser degree of turnover in 1975. However, increased placement activity in the agricultural, retail trade and hospitality sectors during the current year was sufficient to offset declines in the other major industry groups.

Growth in the Area's labour force to 1978 will continue to be concentrated in the service producing industries, dominated by expansion of shopping and hospitality oriented facilities, and to a lesser degree by buildup of staffs in the transportation, education, health care and public administration sub-sectors. A substantial increase in the manufacturing and construction work force is also projected over the next three years. A continuing high level of residential building, expansion of educational and health care facilities and startup on several major hotel projects will spearhead activity in this sector during the forecast period. And, by 1977 employment in the forest based industries should be back to normal, providing additional strength to the Area's economy, especially in those communities served by the Vernon and Penticton Manpower Centres.

The influx of migrants into the Okanagan, heavy to retired and semi-retired citizens from the Prairies and other B.C. communities, should moderate during the forecast period. Nevertheless, growth in the population is still expected to approximate five per cent per

annum and, in conjunction with the ever increasing flow of travellers into the area, it will provide the main stimulus for expansion of the work force in the service oriented and residential construction industries.

However, unemployment will likely persist at unacceptably high levels, attributable in large measure to the continuing influx of people wishing to settle in this very desirable part of the country. Many migrants are moving into the area without actually first having found employment in the community where they plan to relocate. The very seasonal nature of the tourist and tree fruit industries further aggravates the situation during the spring and winter months.

Kootenay Labour Market Area

As in past years, economic activity was most buoyant in the East Kootenay portion of this labour market area, dominated by further expansion in the mining, residential construction, trade and hospitality sectors. However, commencement of construction on the "Seven Mile" hydro project near Trail coupled with continued high production at Cominco's smelter generated a strong upsurge in the local economy of the city and nearby satellite communities during 1975. In particular, the business volume of local stores, accommodation and catering establishments increased substantially during the last half of the year.

A moderate recovery in the labour market area's key forest industry developed during the spring and summer of 1975 following the severe downturn which set in late in 1974. Residential construction activity held up well in all three manpower areas. And tourist and business travel rose above the previous year's level, generating gains in the hospitality industry at all three manpower centres.

A two-year comparison of the principal economic and employment indicators for the Kootenays is listed below.

	1975	1974
Timber scale (Million cubic feet).....	171.7	201.6
Number Dwelling Unit Starts, Principal Organized Areas:		
Cranbrook Manpower Area	757	581
Trail Manpower Area	219	200
Nelson Manpower Area.....	50	66
Total Placements, All Industries:		
Cranbrook.....	4296	4476
Trail.....	2283	2695
Nelson.....	1524	2439

Placements fell off sharply in the forest based industries during 1975. Although production revived during the spring, it was still well below the peak levels attained in the first six months of 1974. The decline was most severe in the Nelson area which is heavily dependent on the forest industry. A gradual tapering off in construction activity on the Kootenay Canal hydro project also contributed to the marked reduction in placements by that office in 1975.

Labour force growth to 1978 will continue to be concentrated in the East Kootenays. However, even in the West Kootenays, a traditionally slow growth area, a moderate expansion of the work force should develop, primarily at Trail, associated with the buildup of crews on the "Seven Mile" hydro project between 1976 and 1978. In turn, this should sustain the gains made since 1972 at Nelson, Castlegar and nearby communities, attributable in large measure to the nearly completed Kootenay Canal project which got underway at that time.

Growth in the population of the Kootenay Labour Market Area, projected at approximately three per cent per year, will provide the main stimulus for expansion of the work force in the service producing industries. The demand for additional workers in this category will spearhead the buildup of the area's labour force, dominated by increased staffing requirements of retail outlets and hospitality oriented establishments. Employment in the transportation, education and health service sectors, and to a lesser degree in construction and manufacturing, should also expand during the forecast period. Resumption of full scale production in the forest based industries by 1977 will further stimulate activity in the Area's labour market.

A major shopping centre could be completed at Cranbrook by 1978, and smaller projects, now under consideration at both Trail and Nelson, may also be open for business by then. Enrolment in the new East Kootenay Community College should rise significantly during the next three years, necessitating hiring of additional staff by this institution.

Development of at least one, and possibly three more large coal properties in the Fernie-Sparwood area should be underway by 1978. Although no appreciable increase in the mining work force would likely occur prior to 1980, the surge in construction would initially provide a strong impetus to further growth in

the economy of the East Kootenays. Similarly, a major expansion announced recently for the pulp mill at Castlegar would generate a marked increase in activity in the West Kootenays by 1978 if the project were to go ahead as planned.

South Central Labour Market Area

The decline in economic and employment activity which developed during the last quarter of 1974, largely attributable to the slowdown in the forest based and mining industries, persisted through 1975. Key indicators, as listed below, highlight the severity of the downturn, particularly in the Kamloops Manpower area.

	1975	1974
Williams Lake Manpower Area		
Timber Scale, Cariboo Forest District (million cubic feet)	200.0	176.0
Lumber Production, Cariboo Area, Jan.-Sept. (million f.b.m.)	820.2	855.3
Number Dwelling Unit Starts, Principal Organized Areas	325	260
Total Placements, All Industries	1991	1967
Kamloops Manpower Area		
Number Dwelling Unit Starts, Principal Organized Areas	1331	1524
Value Non-Residential Buildings, Principal Organized Areas (\$million)	\$31.3	\$16.0
Total Placements, All Industries	4611	8136

The number of placements made in the Kamloops Manpower Area declined sharply in all major industries during 1975. Even in the hospitality sub-sector the number of workers recruited fell slightly below the 1974 level, quite possibly attributable to a reduction in the volume of business travel to the City of Kamloops.

In contrast, the number of placements by the Williams Lake Manpower Centre in 1975 was on a par with that of the previous year. Gains in the agricultural, construction, service and public administration sectors offset reduced activity in the mining, forest based and trade classifications.

Expansion of the Area's labour force to 1978 will be concentrated in the service producing industries. Increased employment in retail trade outlets and hospitality oriented establishments, and to a lesser degree in the transportation, education and health sub-sectors, will continue to spearhead growth in the work force during the forecast period. A moderate buildup of crews in the construction, manufacturing and min-

ing industries should also develop by 1978. And by 1977 employment in the key forest based industries should be back to normal in the Kamloops area and possibly be in excess of past peak levels in the Williams Lake Forest District.

Teck Corporation's recently announced decision to proceed with a mineral and smelter development at their "Afton" copper property near Kamloops in 1976 should generate a new surge of activity locally, and also create work for industrial construction tradesmen currently unemployed or working elsewhere away from home. When completed, tentatively by mid-1978, 350 new jobs will be available for local residents at the plant site. In addition, work on B.C. Hydro's proposed thermal coal plant near Ashcroft, and on possibly one or two more large scale open pit copper developments in the Highland Valley could be underway by 1978, creating another boom period in the Kamloops-Ashcroft area.

Growth in the population of the labour market area, projected at approximately five per cent per annum, will provide the main stimulus for expansion of the work force in the service oriented industries. Another major shopping centre now under construction in Kamloops should be completed by the fall of 1976. Major expansion programs are also underway in both post-secondary and hospital facilities at Kamloops. In addition, a medium security prison is under consideration at a site in close proximity to the city, which would employ 180 persons by 1978 if plans for the project proceed on schedule.

Revival of the industrial construction sub-sector and resumption of full scale production in the forest oriented industries should reduce unemployment levels somewhat by 1978. However, this will partially be offset by the usual influx of transient workers into the area that occurs when economic activity picks up, particularly noticeable in past years at Kamloops.

AREA DEVELOPMENTS

NORTH-CENTRAL

Continuing difficulties in the export markets for minerals and forest products depressed employment in Northern B.C. throughout 1975. Fiscal policies aggravated the situation in oil and gas exploration and high interest rates had a deleterious effect on construction in the first half of the year. Labour-management disputes in the forest industry, and on the B.C. Railway reduced activities in the area as well. 1976 is expected to see some very limited recovery in the forest industry.

Oil and gas exploration in the Peace River was at a low level throughout the year. The number of rigs employed was seldom more than a third the number used in 1974. As a result, wells completed declined from about 150 in 1973 and 1974 to 81. The total footage drilled fell from over 800 thousand in 1973 and over 700 thousand in 1974 to a level of between 400 and 450 thousand feet. The First Quarter of 1976 is seeing a recovery of drilling activity as changes made last fall in producer prices and royalties have made the situation more attractive.

In metal mines, depressed prices continued throughout 1975, and there was no resolution of the taxation problems the industry has complained about. Vacancies notified to CMCs in Northern B.C. by the mining industry were down to about 23 per month from 47 in 1974. In 1973, an average of 67 job orders were received per month from the industry. The outlook for the industry is best in the coal fields with a strong probability of 2 mines in the area south of Chetwynd by 1980. A Provincial Mines Department task force recently concluded that, by 1995, B.C.'s coal production would be ten times current levels, with markets in provincial thermal energy plants and gassification plants, Japan, Brazil, Europe, and Eastern Canada. There are also some uncertain prospects for development of an open pit silver mine south of Houston, employing some 200 persons.

Markets were poor for wood products and pulp. A major three-month strike in the pulp mills and secondary picketing of sawmills further reduced employment. The timber cut in the Prince George and Prince Rupert Forest Districts was down some 18 per cent from 1974 and 27 per cent from 1973. Shipments of dressed lumber were also down about 9 per cent from 1974. Sales value of the shipments has decreased 11 per cent since the previous year and 37 per cent since 1973.

FOREST INDUSTRY ACTIVITIES

	1975	1974	1973
Timber Scale (000 cu. ft.) ¹	570,499	696,322	786,048
Lumber Sales (000 f.b.m.) ²	1,548,615	1,648,775	1,589,352
(000 \$) ³	\$ 169,237	\$ 187,627	\$ 266,680

1. B.C.F.S., Prince Rupert and Prince George Forest Districts. December figures estimated for Prince George.
2 & 3. B.C.F.S., Skeena plus Smithers — Prince George — Blue River sales figures. December figures estimated.

Pulp markets are forecasted to improve this year, but not to their levels of 1974. Lumber markets are also expected to have higher sales volumes, but, again, not at record levels of 1973-74.

Two important new developments did occur in the forest industry during 1975 despite the general slump in the industry. Two to three hundred jobs, including many for Natives were created in logging and sawmilling by the opening of Babine Forest Products at Burns Lake. The mill began operation in early summer. During the spring, Tackama Forest Products of Fort Nelson created 85 new saw and veneer mill jobs, again committing several of these positions to Native workers. There was a minor expansion of capacity at Groot's mill in Smithers, creating 31 new jobs.

Future expansions for the next two to three years include Peace Wood Products at Taylor and Eurocan at Houston. The former could create as many as 325 jobs if undertaken and the latter some 400 jobs. Both projects are still in the planning stages.

Fewer jobs were available in the construction industry, while unemployment among construction tradesmen soared. Each month, 300 jobs were received by Northern CMCs from construction firms in 1973; during 1974 the monthly average was down slightly to 288. In 1975 an average of 182 job orders were received each month, 37% less than a year previously. Clients registered without employment in construction trades rose from 1241 (monthly average) in 1973 to 1303 in 1974; in 1975 the level stood at 2,763 or 112% above the levels of the preceding year.

The first nine-months building permits figures for Northern B.C.'s larger centres are given in summary

terms below. Early indications are that the last quarter's figures will include a fairly high permit-volume for what is usually a slow time of the year.

BUILDING PERMITS, NORTHERN B.C. January-September

	Dwelling units	Residential	(000\$) Non- Residential	Total
Prince George LMA				
1973.....	2,263	46,316	32,576	78,892
1974.....	1,405	37,032	18,583	55,615
1975.....	1,672	47,962	36,291	84,253
Terrace LMA				
1973.....	450	9,001	16,969	25,970
1974.....	346	10,021	11,123	21,144
1975.....	424	12,436	10,720	23,156

Trade and service employment followed the declining trends established in the manufacturing and primary industries and construction. The over-all result is illustrated in the following table. Client registrations have risen by over two-thirds while jobs outstanding are at less than half their previous levels.

The outlook for 1976 is for modest improvements in forest industry and construction employment. However, the expiry of collective agreements at 5 of the area's mines and in the huge construction sector,

coupled with the uncertain impact of the federal anti-inflation program could lead to work stoppages almost as serious as last year's pulp disputes.

AVERAGE CLIENTS AND VACANCIES REGISTERED NORTHERN B.C.

	1973	1974	1975	% Change 1975/74
Clients Registered				
First Quarter	8,037	7,495	13,845	+ 85%
Second Quarter.....	7,128	9,549	17,270	+ 81%
Third Quarter	5,361	7,364	14,608	+ 98%
Fourth Quarter.....	6,953	10,461	14,181	+ 36%
Annual.....	6,870	8,717	14,976	+ 72%
Vacancies Registered				
First Quarter	844	926	455	-49%
Second Quarter.....	988	1,477	866	-55%
Third Quarter	1,436	1,272	733	-58%
Fourth Quarter.....	980	632	497	-79%
Annual	1,062	1,077	623	-58%

Over the longer term, some 32,000 new workers are expected to be added to the Northern B.C. labour force by 1980. Only about 10 to 15 per cent of these persons will find jobs in the forest industry and an even smaller percentage in mining, the area's two "basic" industries. The major flows will be into services, trade, and transportation, communications and utilities and, to a lesser degree construction.

AREA DEVELOPMENTS

CMC WHITEHORSE

The year 1975 was one of recession in the Whitehorse Labour Market Area. Although the mining industry continued at high employment levels, construction and other sectors did not provide sufficient numbers of jobs. As a result, registrations of persons without employment at the Canada Manpower Centre reached a three-year high. In 1976, there are no major developments planned which could alter the present high unemployment situation.

Job orders received at CMC Whitehorse averaged 335 per month, down some 33 per cent from 434 per month in 1974. In 1973 some 321 orders were received during the course of a typical month. Vacancies registered (jobs still unfilled at month-ends) followed a similar pattern relative to the previous two years. The situation was really quite good during the Third Quarter compared to the past two years, but in the remaining nine months vacancies were well below 1974 levels. The figures also highlight the tremendous seasonal variation in job opportunities.

AVERAGE VACANCIES REGISTERED CMC WHITEHORSE

	1973	1974	1975
First Quarter	77	125	56
Second Quarter	137	267	163
Third Quarter	137	239	212
Fourth Quarter	84	116	75
Annual	109	187	126

The number of persons registered at CMC Whitehorse without employment was almost double the previous year's figure, and more than triple the 1973 level.

AVERAGE CLIENTS REGISTERED WITHOUT EMPLOYMENT CMC WHITEHORSE

	1973	1974	1975
First Quarter	458	715	1992
Second Quarter	831	1717	2693
Third Quarter	574	991	2275
Fourth Quarter	606	1403	2027
Annual	617	1206	2247

The first and third quarters featured especially high levels of client registrations relative to 1974. On a December-over-December basis, males aged 20 to 44 accounted for about half of the increase in registrations, while females aged 25 to 44 made up one-fifth. There were smaller but still noticeable increases among males aged 45 to 64 and females aged 20 to 24.

Mining industry employment achieved a four-year

high in the Territory, in spite of problems in world mineral markets. A "levelling-off" of jobs in producing mines is likely in 1976, however. In the related field of mining exploration, activity has also achieved a three year high with some twenty million dollars expended in 1975, compared to twelve million and four million for 1974 and 1973, respectively.

EMPLOYMENT IN PRODUCING MINES YUKON TERRITORY

	1974	1973	1972	1971
First Quarter	1036	1077	1210	1320
Second Quarter	1086	1131	1121	1350
Third Quarter	1107	1155	1279	1343
Fourth Quarter	1103	1166	1285	1319*
Year	1083	1132	1224	1333

Source: Regional Mining Engineer, D.I.N.A.

*December figures partially estimated.

The largest exploration and development project was being undertaken on the A.E.X. — Kerr Addison property in the Faro area. Being conducted by Canadian Mine Services, the project employed about 50 people and cost some six million dollars.

In the construction sector, the Robert Campbell bridge and Aishihik power project were completed during the year. Work continued on the Dempster and Skagway-Carcross highways, on a seasonal basis, of course.

The retail trade and personal services sectors suffered from decreased traffic attributable to general economic conditions in Canada and the U.S.A. and to wash-outs along the Alaska Highway. Highway lodges experienced high turnover of staff due to their isolated location. Wages offered in the tourism sector were about \$2.50 to \$3.00 per hour for waiters/waitresses and between \$3.20 and \$3.25 per hour for desk clerks. Wages of \$3.50 per hour for sales clerks helped to stabilize employment in retail trade.

Governments are a major employer in the territory, even outnumbering the mining industry. Their direct and indirect employment came close to 3,000 persons in 1975, during the summer peak.

1976 does not offer any prospect of substantially increased jobs in the Whitehorse Labour Market Area. In the longer term expansions to the rail network and electric power supply are essential to the development of additional mines. One territorial mining company has recently completed a smelter feasibility study which concluded that such a project was not advisable at present, but the Territorial Government is pursuing the matter further.

MANPOWER PROGRAMS

Manpower Training Branch

Canada Manpower continues to have a significant participation in the training and upgrading of the labour force and an appreciable involvement in the vocational schools, community colleges, and private trade schools of British Columbia and the Yukon Territory.

The latest figures available show that in the 7 month period ending 31 October, 1975, 4,065 persons were enrolled in skill and skill upgrading courses and 331 immigrants and migrants commenced full time language training courses designed to help them find and hold jobs. Still another 2,049 persons were enrolled in academic upgrading courses to prepare them for entry to occupational training courses. There was an increase of 17 per cent in the total number of training days projected for such Basic Training for Skill Development (BTSD) courses in the year 1975-76 over the days purchased in 1974/75. This increased figure included significant purchases of Employment Orientation for Women and other Basic Job Readiness Training (BJRT) courses which all come under the BJRT umbrella.

With the addition of 5,012 Apprentices called to training, a total of 11,457 residents of B.C. and the Yukon were enrolled in training courses by Canada Manpower in the 7 month period ending October 31, 1975 compared with 10,447 in the corresponding 7 month period in 1974.

The job situation for graduates of vocational school courses deteriorated in 1975 and many of the men and women who had satisfactorily completed as much as a year of intensive occupational training encountered considerable difficulty in finding a job related to their training. The best job hunting success was achieved by persons graduating from service occupation training courses such as waiter/waitress, cook training, etc., while those trained in trades and clerical occupations had lesser success.

During the 1975 calendar year 6,230 persons were given in-plant training through 2,967 contracts with employers. Activity in this category of Manpower Training increased by about 11 per cent over 1974. The training of special needs clients was emphasized in 1975 and resulted in approximately a 40 per cent increase in activity over 1974. Statistical data on trainees by industrial classification shows that 50 per cent were employed in Manufacturing Industries, 16 per

cent employed in Community, Business and Personal Service Industries, 16 per cent employed in Community, Business and Personal Service Industries, and 15 per cent employed in Trade. Training of CMC Counsellors by Industrial Training Consultants continued to be of paramount importance. Through experimentation in CMC's, Pacific Region was involved in the development and implementation of a new system of documentation which effectively reduced the number of Canada Manpower Industrial Training Programmes (CMITP) forms from 8 to 3. The new forms are compatible with future automated processing.

In late 1975, a new Division named Training Technical Services was added to the Manpower Training Branch. This Division will provide professional and technical support as well as staff services for the development of new program alternatives and course specifications. A major role of this Division will be the evaluation and assessment of Manpower Training courses and programs as well as the administration of the Training Improvement Project Programme.

Manpower Mobility

The Mobility program, in the Pacific region, has been used very extensively to meet the needs of the CMC clientele. In comparison to other years, we are showing a 50 per cent increase of program activity over the anticipated allocations for each type of grant. In this regard we are anticipating an expenditure of almost one million dollars over our original budget allocation. The regulations have been adjusted during the year to allow a better application of the program to meet client needs, however, at year end we have had to apply some very severe restrictions to stabilizing our dollar flow, which meant a reduction in the service offered to our clients.

During the past year the clearance system in the Pacific region moved from an inter office style of distribution to a weekly listing of all clearance orders named "The Job Opportunities Bulletin". This system has the advantage of consolidating all orders in clearance, giving counsellors and clients a quick reference guide as to job opportunities in the Pacific Region, as well as the shortage position in other regions. We now have an indication that the system, as established in the Pacific region, will be the model for a Canada wide coverage of job opportunities.

Manpower Programs

Services To Youth

Over the past year, Services to Youth in the Pacific Region have increased dramatically. The three major thrusts include:

- 1) Increased Counselling Services for Youth — four Manpower Centres: Victoria, Kamloops, Williams Lake and Vancouver — have initiated, on a pilot basis, Youth Modules — identifying specific counsellors and allowing them the time and opportunity to work closely with local schools and community agencies. Experimental programmes specifically related to local needs were developed and refined as a result of implementation in the area.
- 2) In co-operation with the Department of Education (who sponsored fifteen seminars through the Province), the Regional Youth Consultant and local Canada Manpower Centres provided many school districts with a sophisticated Aptitude Test known as the General Aptitude Test Battery (GATB), to be used by personnel trained by the Canada Manpower Regional Testing Consultant to assist students to define their career directions prior to participating in the Provincial Education programme of Work Study/Work Experience.
- 3) Early in September, as part of the pilot youth counselling programme, Canada Manpower in a joint venture with the Vancouver School Board, opened the Career Action for Youth (CAY) Centre, emphasizing three major counselling activities:
 - a) Career Counselling for students who are either planning to leave school before graduation or wish to make long term career decisions prior to graduating and possibly selecting post-secondary training.
 - b) Developing strong links with the employer community to facilitate the Work Study/Work Experience Programme.
 - c) Providing specific career education concepts and counselling tools for utilization by concerned teachers and counsellors in the Vancouver school system.

Materials, skills, and other resources identified by the CAY Centre available to Canada Manpower Centres throughout the Region.

Special Programs Branch

The Special Programs Branch at Regional Headquarters has the responsibility for the administration and financial controls related to the Outreach Program.

The major event of the past fiscal year was the withdrawal of the B.C.A.N.S.I. Organization as sponsors of the this Region's largest Outreach Project. Their decision resulted from various conferences and meetings of members of the B.C. Association of Non-Status Indians, the Union of B.C. Indian Chiefs and various other Native people in the Pacific Region. It was their decision to reject all Government funding and was preliminary to and part of the final decision by B.C.A.N.S.I. officials. The rejection of funding was also agreed upon by the West Coast Native Band, Vancouver Island.

As the result of varying needs identified by Special Programs Counsellors in the field, many program changes relating to objectives, extra workers and budget adjustments for various Outreach Projects were recommended. Regional Management has agreed to the development of an Outreach Newsletter, which will be designed to improve communications with Outreach projects and workers and to provide a formal method of feedback for clients with special needs. It is expected that the first edition will be out by March, 1976.

This Region received funds for an evaluation of Outreach Projects. There are now a total of 29 Outreach Projects in British Columbia, 22 of which will have been operating for three years in 1976. In February each year all projects receive a normal renewal consideration by the Regional Review Committee. This month a Contract was signed with consultants to set up models for evaluation with a deadline to complete work by March, 1976, on four projects.

The total revised budget for the Outreach Program in the Pacific Region is \$1,482,030. It appears from current information that this budget will not be cut in the new Fiscal Year. In December Regional Management tentatively agreed to the formation of a Clients Services Committee consisting of three Outreach Workers and three departmental members. The first item for consideration will be past recommendations for changes in the delivery of service to clients with special needs.

Creative Job Search

Creative Job Search Techniques, a two 90-minute session course offered in most Canada Manpower Centres, has proven a valuable tool for many clients in 1975. Training Workshops for Manpower staff, and external users were given in Metro Vancouver, Victoria, Prince George, Terrace, and Fort St. John.

Three major revisions of CJST occurred during the year. National Headquarters previewed a colour video cassette C.J.S.T. designed to be used with a 'work book', but was unable to release it for field use before year end. Ontario's Counselling Development section's "Helping You Help Yourself to a Job" arrived this fall and has been duplicated and released to all Manpower Centres offering the Special Interview Programme. This authorized updated CJST using a cassette recorded narration synchronized with sixty-nine colour slides is compatible with existing hardware. The presentation has three planned blocks for local counsellors/leader input and encourages positive group participation. A shorter ten minute unbroken version is being incorporated into the career information programme being developed by the Career Action for Youth Centre staff.

Agricultural Manpower

The year 1975 proved to be extremely successful for all recruitment and placement operations in the agricultural manpower sector in B.C. In general, workers were available in sufficient numbers throughout the year and particularly at harvest time. Once again 14 seasonal agricultural offices were directly operated by Canada Manpower.

1975 was the first full year of operation for the Canada Farm Labour Pool system in B.C. Four C.F.L.P.'s in Armstrong, Abbotsford, Duncan and Victoria were in operation. Advice and direction was provided by Local Agricultural Manpower Boards (L.A.M.B.'s).

The B.C. Federal-Provincial Agricultural Manpower Committee decided to participate in the International Agricultural Exchange Association (I.A.E.A.) program in 1975. Sixteen trainees from various countries were placed for periods of three to six months on farms throughout the Province. Five trainees from the Netherlands Young Farmers Movement also arrived in 1975 and were placed on B.C. farms for periods of three months to one year.

A year ago Farm Labour Pools at Armstrong and Abbotsford were just underway and a third at Duncan on Vancouver Island was in process of establishment. The Armstrong office, situated in the Dairy area of the North Okanagan, has provided a highly effective relief milking service. In effect, a province wide relief milking service has been established. Several training courses for the benefit of farmers also were organized in most areas. During the summer of 1975 the Abbotsford pool opened a sub-office in Chilliwack.

A modest expansion of the C.F.L.P. system is envisaged for the 1976/77 fiscal year. A sub-office of the Abbotsford C.F.L.P. will be opened in Cloverdale early in 1976. Other seasonal sub-offices are being considered for Courtenay and Salmon Arm.

Immigrant Services

During the year a new Settlement Branch to assist immigrants was established. Activities of this branch have been concentrated on reviewing the funding of voluntary agencies and the negotiations for new contracts. New Contracts were signed with Multilingual Social Service and Language Aid for interpreter-escort service for immigrants, with the YWCA Vancouver for social adjustment service for immigrant children and youth, the Immigrant Services Society, Kamloops Branch for interpreter-escort service, general settlement information, counselling and referral to other agencies. All of these are short term contracts expiring the 31st March, 1976, but they will be re-negotiated in the next fiscal year, together with new contracts for the current full year.

A total of 97 Chilean Refugees, including dependents in the past year have contacted Canada Manpower Centres in the Pacific Region. A total of 26 were placed in jobs or found employment.

A total of 226 Vietnam Refugees, including dependents, have contacted Canada Manpower Centres in the Pacific Region during the past year. Of those 53 have been placed in jobs or have found employment and 32 applications are still active.

Information For Youth Counsellors

Within the last six months, three publications of interest to students and counsellors concerned about vocational decision making, have been produced.

Manpower Programs

The first is entitled *Canadian Work Values*, commissioned by the Department of Manpower and Immigration, reporting the findings of a Work Ethic Survey and a Job Satisfaction Survey in Canada.

This report, available from Information Canada Bookshops, or their authorized local booksellers, at a cost of \$2.50, is a valuable reading of the national dimension of the Canadian view of the World of Work. Of special interest are chapters on Young Workers and the Labour Force, and Women and the Labour Force.

The second is a study of the college concept in B.C., commissioned by the Donner Canadian Foundation, B.C. Research, The Educational Research Institute of B.C., U.B.C. Alumni Fund and The Vancouver Foundation. Entitled, *The Input of Community Colleges*, it should be available to all secondary students who plan post-secondary education at the college level.

Discussing, among other topics, the socio-economic, academic profiles of the B.C. college students, the study provides data regarding opinions and expectations, concerns, and the transfers (after college) to employment or to university.

Copies are available at \$5.00 each from the B.C. Research Institute, 3650 Westbrook Crescent, Vancouver, B.C.

The third publication, commissioned by the Department of Manpower and Immigration is entitled *Canadian Community Colleges, Program Groupings and Projected Outputs to 1980-81 in Canada*.

The report provides projections by province, by programme and by year, and is available from the Association of Canadian Community Colleges, Willowdale, Ontario. At the time of writing, we had no indication that there was any charge for the report. (A.C.C.C. — 1750 Finch Avenue East).

These three publications should be part of every Career Information Collection, both in school libraries, counselling centres and in community libraries, and we recommend them to you.

We have recently come across a series of posters which may be of interest to those schools who have an active Career Education programme. The series is published by J. Weston Walch, and include sets on:

- Opportunities in Mathematics
- Careers in Music
- Careers in Athletics
- Arithmetic Occupations
- Geometry in Occupations
- Computers in Occupations
- Algebra in Occupations
- Ecology Careers
- Careers in Art
- Careers for Writers

Each set is composed of about 15-20 posters and can be used to demonstrate the relationship between school subject and the World of Work.

Sets may be ordered from P.O. Box 148, St. Stephen, New Brunswick, and with the exception of the Math set, (which is \$3.00), each set costs \$5.00.

Points of Service

CANADA MANPOWER CENTRES – PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street, P.O. Box 460	453-2221
Burnaby	5000 Kingsway	437-3761
Campbell River	1319 Tyee Plaza	287-6212
Chilliwack	115 Yale Road East, P.O. Box 367	792-1371
Courtenay	576 England Avenue	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 – 104th Avenue	782-5877
Duncan	101 – 435 Trunk Road	748-8111
Fernie	461 3rd Avenue, Box 760	423-6806
Fort St. John	10139 – 101st Avenue	785-6166
Fort Nelson	2nd Floor, Sikinni Building, P.O. Box 596	774-2727
Hope	777 Fraser Street, P.O. Box 69	869-9901
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Kitimat	Room 311, Federal Building, City Centre	632-4691
Nanaimo	65 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
Penticton	Suite 109, 245 Winnipeg Street	492-3843
Port Alberni	4835 Argyle Street	724-0151
Port Hardy	P.O. Box 700	949-7474
Powell River	4812 Joyce Avenue	485-2721
Prince George	550 Victoria Street, Suite No. 308	562-2161
Prince Rupert	138 West Third Avenue	624-9671
Princeton	Federal Building, Bridge & Kinley Street	295-6951
Quesnel	346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563B # 3 Road	273-6431
Smithers	1090 Main Street, P.O. Box 1028	847-3248
Surrey	10072 King George VI Highway	588-5981
Terrace	4630 Lazelle Avenue	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	549 Howe Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vanderhoof	P.O. Box 1460, 1774 Stewart Avenue	567-4795
Vernon	3202 – 31st Street	545-2125
Victoria	810 Fort Street	388-3481
Whitehorse	101 Federal Building	667-4238
Williams Lake	99 North Second Avenue	392-4184

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P.O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver Community College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Community College, Vancouver Vocational Institute, 250 West Pender St.	681-8111
Vancouver	Vancouver Community College, King Edward Centre, 2750 Oak Street	731-4614
Victoria	University of Victoria, c/o P.O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES – PACIFIC REGION

Aldergrove	Aldergrove	856-8743
Dawson Creek	1005 – 104th Avenue, P.O. Box 237	782-5877
Douglas	P.O. Box 28 (via White Rock)	536-7671
Huntingdon	Huntingdon	853-5945
Kamloops	10th Floor, 235 First Avenue	374-2171
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	549 Columbia Street	521-6621
Osoyoos	P.O. Box 316	495-6545
Prince George	400-550 Victoria Street	562-5534
Prince Rupert	138 Third Avenue West	624-9671
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	2nd Floor, Sandwell Bldg., 1550 Alberni Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3614
Whitehorse	101 Federal Building	667-4238

MANPOWER CONSULTATIVE SERVICES

Vancouver	Senior Officer MCS, P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-6506
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REGIONAL ECONOMIC SERVICES BRANCH

Vancouver	Director, Regional Economic Services P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1135
Vancouver	Assistant Director P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1133

District Economists:

Prince George	North Central Area Suite 408-550 Victoria Street	562-8127
Kamloops	Okanagan-Kootenays Area Suite 203-611 Lansdowne Street	372-2584
Vancouver	Vancouver Island Area P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1134
Vancouver	Metro Vancouver Area P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-6169

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Some of these jobs could be filled by trainees. To encourage this, Canada Manpower can assist employers to develop training programs and will share in wages and training costs. These programs are designed to take part of the cost pressure off employers who are

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Enquire about the Industrial Training Program at your nearest Canada Manpower Centre.



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Robert Andras, Minister

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HON. ROBERT ANDRAS
MINISTER

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FEATURE: "What do we know about the unemployed?"

OCTOBER 1976 (VOL. 9 No. 2)

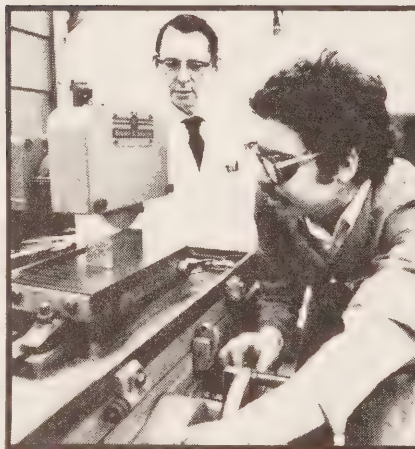
Help your company by helping someone else.

Most people want to work
To help Canadian business
grow and reduce unemployment,
let's work together to encourage
people with job hang-ups to get
involved.

So we want to interest you in
our Industrial Training Program

We'll help you develop your
own training program for people
who cannot get or hold a job (for
any one of a number of reasons)

We can pay all direct training
costs. And if your project qualifies,
Canada Manpower could pay as
much as 85% of each employee's
salary, up to a maximum of \$130



per week per trainee for the
duration of the training plan.

You in turn, will set up the
course, with the assistance
of the province of Manitoba, and
will be responsible for the
training

Sit down with an Industrial
Training consultant at your nearest
Canada Manpower Centre soon,
and together we can design a train-
ing program that will benefit you
and your new employees.

Because when you give
a person a chance, you've got the
best and happiest employee of
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Let's work together.

Pacific Manpower Review

October, 1976

**Department of Manpower and Immigration
Regional Economic Services Branch
Pacific Region Office**

**THE PACIFIC MANPOWER REVIEW IS
PUBLISHED BI-ANNUALLY**

Foreword

The **Pacific Manpower Review** is now published bi-annually by the Regional Economic Services Branch, Department of Manpower and Immigration, Pacific Region.

Comments or requests for additional copies, or notice of mailing address changes should be sent to:

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DEPARTMENT OF MANPOWER AND IMMIGRATION,
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1055 WEST GEORGIA STREET,
VANCOUVER, B.C., V6E 2P8

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Director, Regional
Economic Services

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THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

Traditionally British Columbia follows the cycle of the Canadian economy but the recovery that Canada has experienced since the spring of 1975, as weak as it may be, has only just begun to have a favourable impact on the job market in the Pacific Region. In fact, employment levels in the first half of 1976 were not much improved over those of a year ago. This has resulted in exceptionally high unemployment rates, averaging 8.9 per cent for the first nine months of the current year. It should be emphasized that low participation rates for men and declining increases in participation rates for women indicate that there are many discouraged workers who are considered out of the labour force and who are not therefore included in the unemployment statistics.

Probably the most valid explanation for the recent poor economic performance can be found in the Province's pronounced reliance on export revenues generated in the forest and mining industries. Profits have not responded as expected to the present upsurge in world demand. This is due mainly to a combination of rising production costs, the over-valued Canadian dollar, plus persistent labour-management disputes. As adequate profits are a criteria for further investment and expansion in the forest and mining industries, B. C.'s short term prosperity largely hinges on the moderation of inflation.

Providing price increases are controlled, the world economic recovery sustained, and the labour relations situation settled down, the employment opportunities in the province should be revived by the end of 1976.

EMPLOYMENT: REVIEW AND OUTLOOK

The weakness of the recovery in the British Columbia economy is reflected in the recent low growth of employment. The number of jobs in the province as at the 3rd Quarter 1976 had increased over the previous year by 48,000. This represents an annual growth in employment of 4.8 per cent, an improvement over the extreme slump of last year, but still below the accustomed annual growth rate experienced between 1971 and 1974 of 5.8 per cent. Another indicator of the poor employment prospects in the province is the job vacancy rate which measures the number of job openings per 1000 existing jobs. In the Pacific Region in 1974, the average job vacancy rate was 10. This figure has fallen off sharply to the 2nd Quarter rate of 5.

AVERAGE JOB VACANCY RATES PACIFIC REGION

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Annual Average
1974	10	11	11	6	10
1975	4	5	5	3	4
1976	4	5			

Source: Job Vacancy Survey, Statistics Canada

These recent low levels of demand for labour result largely from depressed international markets for the major products of the provincial economy. It is well known that a very large part of the provincial product is generated by forestry and related industries. About 75 per cent of the sales of this industry are to other countries, particularly to the United Kingdom, Japan and to the eastern seaboard of the United States. Similarly, the mining sector, including copper, molybdenum, lead, zinc and coal, sells the vast majority of its output to customers in foreign countries. Such a reliance on international trade makes the economy extremely susceptible to changes in overseas levels of demand. The recent world recession with its accompanying depressed prices for wood and mineral products has thus had dire effects on the

local demand for labour. But the future of B. C.'s major export industries is beginning to brighten as the economic recovery in the rest of the world gains momentum.

The wood producing industry, which includes the primary forestry sector plus 44 per cent of all jobs in the manufacturing sector, is currently on the upswing. There recently have been substantial improvements in the sales of most wood products and the industry projections for 1977 call for production levels approaching the all-time high of the boom year of 1973. Japan, B. C.'s second largest customer is expected to increase its imports of lumber by 24 per cent by the end of the year and the U. S. market is holding up better than originally anticipated as the demand for single family dwellings remains strong. A good sign of the expected improvement in the pulp and paper market is that 1976 intended new investment in plant and equipment is almost 30 per cent above that of 1975. But in spite of all this optimism, it should be made clear that the forest industry is not expected to launch major expansion projects but instead, greater utilization of the existing capacity will now be justified, alleviating somewhat the surplus labour problem that currently exists in the province.

In 1975, mineral production reached \$1.2 billion, a minimal increase over the 1974 level. Of this total value of sales, approximately 30 per cent was from copper and 25 per cent from coal. Copper, although continuing to be the largest revenue generator of all the mineral products in the province, underwent a major setback in 1975. Earnings fell by almost half from \$542 million in 1974 to \$332 million, creating large losses for producers. Fortunately, the price of copper began to pick up in the 2nd Quarter of this year making it economically feasible for the existing mines to increase production. Owing to the fact that most of B. C.'s copper reserves are low grade, a further substantial price rise would be necessary before any major expansion projects would be profitable. But according to a recent report on the world cop-

Employment: Review and Outlook (cont.)

per industry only minimal price rises are projected until the 1980's due to current over-capacity plus large inventory buildup throughout the world. So as in the wood producing industries, while a copper market boom is unlikely, continued improvement over the lows of 1975 is expected to provide moderate employment growth.

At present, coal mining is the only major industry in the province undergoing significant growth. In 1975 the value of coal production more than doubled over the level of 1974. Its further development is considered vital to the economic prosperity of the region. Expectations are that the future world energy needs will make large scale coal mining developments in the province inevitable. If and when the coal industry does move into high gear, not only will the eastern portion of the province where the coal deposits lie receive an economic lift, but also the economically depressed north-west region (the Prince Rupert area) will be favourably affected by the off-shoot industrial developments of moving the coal to market. But this scenario is beyond the time frame of this review.

At the time of writing, the construction industry had just returned to full operation for the second time this summer after being closed down for the month of July and most of September. As a result, those projects that were aiming to be enclosed before the bad weather arrived are now behind schedule. Thus, if the winter in the province is severe, curtailment of construction and lay-offs in the industry are likely. Looking at the industry's overall prospects, the short-term outlook for non-residential construction is bleak, as no major commercial or industrial construction projects are planned by private enterprise. Residential construction, on the other hand, is expected to continue to prosper into 1977.

Emphasis thus far has been placed on the forest, mineral and construction sectors of the economy, due to the fact that as a rule in this province, the wellbeing of these industries determines the

AVERAGE EMPLOYMENT BY INDUSTRY BRITISH COLUMBIA

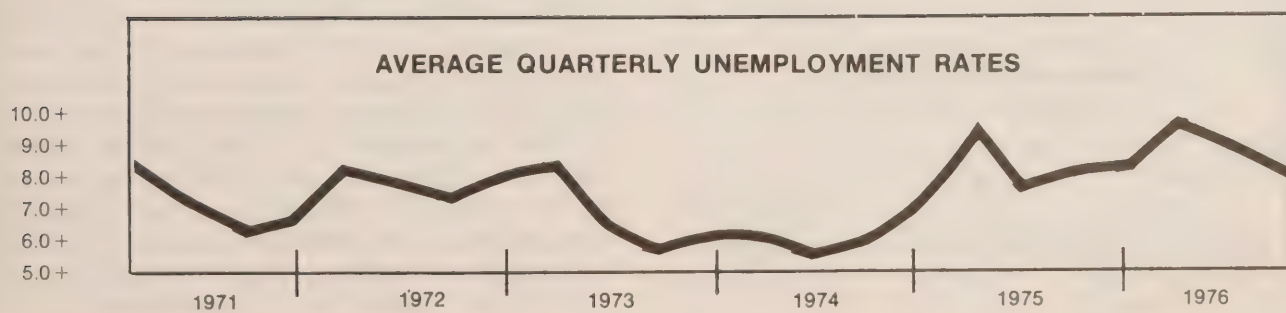
(Estimates in 000's)

	3rd Quarter 1976	3rd Quarter 1975	% Change
Primary Industries	66	62	6.5
Manufacturing	177	152	16.5
Construction	90	91	-1.1
Total Goods Producing	333	305	9.2
Transportation, Communica- tion & Other Utilities	115	109	5.5
Trade	199	194	2.6
Finance, Insurance & Real Estate	63	50	26.0
Community, Business & Personal Services	295	294	0.3
Public Administration	73	77	-5.2
Total Service Producing	746	724	3.0
ALL INDUSTRIES	1,078	1,029	4.8

Source: Labour Force Survey

wellbeing of the tertiary industries such as transportation, utilities, services, trade, etc. Retail trade and personal services however, do lag the rest of the economy by approximately six months as their major source of stimulation is the income generated by the other industries. For this reason there is promise for moderate employment growth over the next six months in all the tertiary sectors with the exception of retail trade and personal services.

At this point, the employment prospects in the public administration and government supported sectors such as education, social services, institutional construction, remain an unknown factor. Although Federal commitments to fight inflation will limit growth from that source, there are indications that fiscal measures such as road building programs will be implemented to help pick up the slack. So for the remainder of 1976 and into 1977, although a boom situation is unlikely, there should be a marked improvement over the bleak employment opportunities of the last six months.



LABOUR FORCE: REVIEW AND OUTLOOK

The recent lack of employment opportunities in the Pacific Region has had a considerable dampening effect on the growth of the labour force. In contrast to the rapid work force growth of 5.7 per cent in 1974 and 4.8 per cent in 1975, the current 2.9 per cent growth reflects a combination of factors — a decline on the number of immigrants destined for the B. C. labour force, a sharp fall-off of immigration from the rest of Canada plus a levelling off in the participation rates of the working age population.

The *immigration* into Canada has decreased considerably since 1974 and, of those immigrants, the proportion intending to reside in B. C. has likewise diminished. In 1974, 218,465 persons were admitted to Canada. The projected total for 1976 is 138,000, a 40 per cent decline. During the first six months of this year, B. C. received 13 per cent of this total. If this pattern continues for the remainder of the year, immigration to B. C. in 1976 will equal 17,800 persons, a 39 per cent decrease from the 1975 total of 29,272.

CANADIAN IMMIGRATION

	Canada	B. C.	B.C. as % of Total
1974	218,465	34,481	15.8%
1975	187,881	29,272	15.6%
1976*	138,000	17,800	

* Estimate

Source: Immigration, Department of Manpower and Immigration

Needless to say, this slowdown in the growth of immigrant population has contributed to the moderation of the growth of the B. C. labour force. In the first 6 months of 1974, 63 out of every 10,000 members of the labour force were new immigrants. In the first six months of 1976, this figure has fallen to 32 per 10,000 workers.

Immigrants Destined to B. C. Labour Force

First Six Months		
1976	1975	1974
3,575	6,424	6,445

Source: Immigration, Department of Manpower and Immigration

With regard to *interprovincial migration*, statistics gathered by the Department of Health and Welfare on interprovincial movement of Family Allowance recipients, show that differing employment opportunities between this region and the rest of Canada largely determine the in and out migration to and from B. C. In 1975, the figures indicate that more families left than entered B. C. the last time this occurred was in 1958.

Net Family Migration to B. C.

	* 1976	1975	1974
Number of Families	-456	-30	3,736

Source: Department of Health and Welfare
* January to May only

While these figures do not include all families but only those that qualify for family allowance, they still are indicative that a change in the normal migration pattern has occurred over the 1975-1976 economic recession. The statistics also indicate that the majority of people leaving B. C. are settling in Alberta, the province with the lowest unemployment rates.

The *participation rate*, the proportion of the working age population in the labour force, has changed negligibly over the past year. Female participation increased by large increments over the first half of the 1970's, but in the past year there appears to be a definite levelling off. The standard explanation for this current trend is that a moderation in the expansion of the so-called "female occupations" has limited employment opportunities and thus put a damper on female entry to the work force. The growth of the service and trade sectors of the B. C. economy has traditionally provided the jobs for the growing female work force and until women are more integrated into the "male occupations" the participation rates of women are likely to be closely connected to the health of these two industries. As previously pointed out, trade and service are not likely to expand in the next six months, so women's labour force activity should remain at its current level.

Labour Force: Review and Outlook (cont.)

PARTICIPATION RATES BRITISH COLUMBIA

Average for First 9 Months

	1976	1975	1974
Male	77.7	78.1	79.2
Female	46.0	45.2	42.1
Total	61.7	61.5	60.5

Source: Revised Labour Force Survey

The decreasing male participation rate since 1974 reflects two forces: one, a behavioural trend of men spending less of their adult life in the work force and the other, the effect of poor job opportunities discouraging working-age males from seeking employment. The latter influence in the time period considered, is likely the stronger of the two.

It should be emphasized that this current moderation in the labour force growth does not necessarily imply that the unemployment rate will show much improvement if the economy picks up. If employment growth does fully revive, it is probable that the discouraged workers, both men and women, will respond to the improved job opportunities and will re-enter the work force. In other words, there are many more persons who would like to work if a job were available than the unemployment rate suggests.

UNEMPLOYMENT RATES BRITISH COLUMBIA

Average for First 9 Months

	1976	1975	1974
Male	7.7	8.0	5.2
Female	10.9	9.4	7.2
Total	8.9	8.5	5.9

Source: Revised Labour Force Survey

It is interesting to note that the age group most affected by the economic slowdown is the young — the 15-24 year olds. In the third quarter of 1976, 28 per cent of the total labour force was in this age group but they constituted 47 per cent of the total unemployed. This represents a 13.7 per cent unemployment rate for them, compared to the overall rate of 8.1 per cent.

AVERAGE LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT BRITISH COLUMBIA (Estimates in 000's)

	Third Quarter 1976	Second Quarter 1976	Third Quarter 1975	% Change Third Quarter 1976/1975
ACTUAL				
Labour Force	1,173	1,133	1,121	4.6
Employed	1,078	1,030	1,029	4.8
Unemployed	95	102	93	2.2
Participation Rate*	63.4%	61.5%	62.0%	1.4
Unemployment Rate	8.1%	9.0%	8.3%	-0.2
SEASONALLY ADJUSTED				
Labour Force	1,150	1,124	1,104	4.2
Employed	1,051	1,018	1,004	4.7
Unemployed	99	106	100	-1.0
Participation Rate	62.2%	61.1%	61.1%	1.1
Unemployment Rate	8.6%	9.4%	9.0%	-0.4

OPERATIONAL STATISTICS

A major role of the Canada Manpower Centres (CMC's) is to act as an employment agency for the job seeker. The activity of the CMC's, both in terms of the number of job seekers (Client Registrations), and the number of vacancies reported by the employer (Vacancies Notified) depends largely on the overall supply of labour and demand for labour in the entire economy. Thus, it is expected that in bad times when the unemployment rate is high and the job vacancy rate is low, the volume of "Client Registrations" would likewise be high and conversely the volume of "Vacancies Notified" would be low. The CMC's Operational Statistics therefore provide a fairly reliable barometer of the state of the labour market. ("Placements" measures the number of successfully matched vacancies and clients by the CMC).

Volume of Activity Canada Manpower Centres Pacific Region

	Jan-Aug 1976	Jan-Aug 1975	% Change 1976/1975
Client Registrations	339,379	338,957	0.1%
Vacancies Notified	93,791	107,573	-12.8%
Placements	70,130	78,314	-10.5%

OCCUPATIONAL DEVELOPMENTS

CANADIAN OCCUPATIONAL FORECASTING PROGRAM (COFOR)

A recently issued Departmental publication contains forecasts of occupational requirements of 1982 for B. C. plus summary tables for Canada and other provinces. Similar publications contain detailed data for Canada and other provinces.

Covered in the B. C. forecasts are 390 of the 500 occupational groups in the Canadian Classification and Dictionary of Occupations (CCDO) classification system. These are the occupations not requiring an extensive post-secondary education. A later publication will extend coverage to all occupational groups when a series of studies on highly qualified manpower are complete.

According to the forecasts, in non-post-secondary occupations approximately 1,371,000 new jobs will be created in Canada between 1974 and 1982. Of that total B. C. is expected to account for 180,950 during the period. An additional 1,829,000 jobs in Canada will be derived from the need to replace workers who leave the labour force. In B. C. 196,500 jobs from that source are expected between 1974 and 1982.

Although most of the 390 occupations covered by these forecasts do not require university education many do require on-the-job training, apprenticeship or specific vocational preparation. The strongest demand is expected in sales, service and clerical occupations. Construction trades show a strong demand but less than that experienced in the recent past. Occupations in primary agriculture, fishing, forestry and mining show the weakest growth but new developments especially in coal mining could alter the situation.

Copies of COFOR publications may be obtained at \$2.50 per copy from the following address:
Department of Supply and Services
Printing and Publishing Division
270 Albert Street — 4th Floor
OTTAWA, Ontario.

Listed below are the available publications in the series with catalogue numbers to specify when ordering.

No. 1	Canada	MP52-3/1975
No. 2	British Columbia	MP52-3/1975-2
No. 3	Alberta	MP52-3/1975-3
No. 4	Saskatchewan	MP52-3/1975-4
No. 5	Manitoba	MP52-3/1975-5
No. 6	Prairies	MP52-3/1975-6
No. 7	Ontario	MP52-3/1975-7
No. 8	Quebec	MP52-3/1975-8
No. 9	New Brunswick	MP52-3/1975-9
No. 10	Nova Scotia	MP52-3/1975-10
No. 11	Prince Edward Island	MP52-3/1975-11
No. 12	Newfoundland	MP52-3/1975-12
No. 13	Atlantic	MP52-3/1975-13

**FORWARD OCCUPATIONAL
IMBALANCE LISTING (F.O.I.L.)
PACIFIC REGION**

FOIL provides short-term forecasts (two years) of manpower surpluses and shortages, an essential element in any active manpower policy. This information aids in adapting placement, counselling, training, mobility and job creation programs to labour market imbalances. Through use of FOIL data on a national basis immigrants may be counselled on destinations in Canada where job opportunities are greatest.

The Regional Economic Services Branch, the Employer Services Branch, the Executive and Professional Division and Area Manpower Planning Committees add their specialized knowledge of local labour markets to a common data base of occupational supply, demand and future growth rate indicators. Indicators are obtained from the Job Vacancy Survey, Unemployment Insurance data, Canada Manpower Centre client and vacancy data plus Canadian Occupational Forecasting Program (COFOR) employment and growth estimates. The imbalances identified and the rankings assigned to them are comparable throughout Canada.

All regional results are reviewed by the Occupational Forecasts Division of the Economic Analysis and Forecasts Branch at National Headquarters. The whole is then integrated into a national publication which is produced four times a year at the end of January, April, July and October.

Ratings and Their Interpretations

Most occupational groups have some shortages or surpluses of manpower from time to time. The FOIL process is designed to identify those cases which are likely to create serious problems for workers or employers over the next two years.

Occupations which are expected to have more workers than demanded are defined by the term "Manpower Surplus", while those with fewer workers than demanded are defined by the term "Manpower Requirement". Both classifications are assigned degrees of severity in terms of "Light", "Moderate", and "Extreme". Abbreviations for the six possible imbalance situations that result are:

- RL — Manpower Requirement, Light
- RM — Manpower Requirement, Moderate
- RE — Manpower Requirement, Extreme
- SL — Manpower Surplus, Light
- SM — Manpower Surplus, Moderate
- SE — Manpower Surplus, Extreme

The omission of an entry for an occupation implies an expected "balance" between the supply of and the demand for workers. Shortages and surpluses may coexist in an occupation. These situations may arise from mobility problems, differentials in skills offered and skills demanded or from high turnover in an occupation.

Since the last Pacific Manpower Review, the Forward Occupational Imbalance Listing has had two revisions. Information derived from the latest (September 1976) quarterly revision appears in the following tables.

Compared to the previous listing which was produced in June 1976, more occupations appear in the surplus category. In the June listing, about 37 per cent appeared in the "Manpower Requirement" categories. In September, only 32 per cent were listed as "Manpower Requirement".

For highly qualified manpower, almost all existing vacancies are for experienced individuals. In the skilled trades "Manpower Requirement" shows up more in those occupations where long apprenticeship training is necessary.

Forward Occupational Imbalance Listing — Pacific Region (Third Quarter, 1976)

Managerial, Administrative and Related Occupations

Financial Management Occupations	RL	For experienced individuals
Sales & Advertising Management Occupations	SM	
Purchasing Management Occupations	SM	
Services Management Occupations	SM	
Management Occupations, Construction	SL	A few shortages of highly qualified
Construction Superintendent	RL	
Management Occupations, Transport & Communications	SM	
Occupations in Management, NEC*	SE	

Occupations in Natural Sciences, Engineering and Mathematics

Chemists	SM	Some vacancies for highly qualified
Geologists and Related	SM	
Physical Sciences, Technologists & Technicians	SM	
Agriculturalists	SM	
Biologists	SM	
Life Sciences, Technologists & Technicians	SM	
Occupations in Life Sciences, NEC*	SM	
Architects	SM	
Chemical Engineers	SM	
Civil Engineers	RL	For senior personnel, no demand for juniors
Electrical Engineers	RL	Experienced only
Industrial Engineers	SE	
Mechanical Engineers	SM	
Surveyors	SL	Experienced only are RL
Draughtsmen	RL	
Architectural Draughtsmen	SM	
Electrical Draughtsmen	RL	
Heat & Vent Draughtsmen	RL	
Mechanical Draughtsmen	SM	
Industrial Engineer Technologists	SE	
Industrial Engineer Technicians	SE	
Systems Analysts	RM	
Systems Analysts, Business	RM	Vacancies at Senior levels
Programmers, Business	RM	Vacancies at Senior levels

Occupations in Social Sciences and Related Trades

Social Workers	SM
Welfare & Community Services	SE
Librarians, Archivists	SM
Educational & Vocational Counsellors	SE

*Not elsewhere classified

Forward Occupational Imbalance Listing — Pacific Region (Third Quarter, 1976)

Teaching and Related Occupations

University Teachers, NEC*	SE
Graduate Assistants	SE
Elementary & Kindergarten Teachers	SE RL North Central
Secondary School Teachers	SE RL North Central
Community College Teachers	SL

Occupations in Medicine and Health

Nurses, Graduate	SL SM Vancouver Island
Therapists	RL
Occupational Therapists	RL Increasing demand
Physio. Therapists	RL Balance South Vancouver Island
Speech Therapists	RL RM Metro Vancouver
Pharmacists	SM Very few positions for recent graduates
Dieticians, Nutritionists	SL
Diagnostic Radiology Technicians	SL
Medical Laboratory Technologists & Technicians	SM
Dental Hygienists, Assistants & Technicians	RM SL South Vancouver Island

Clerical and Related Occupations

Secretaries, Stenographers	SL SL Victoria, North Central, balance elsewhere
Typists, Clerk Typists	SM SL Metro Vancouver, SL Yukon
Bookkeepers	SL
Tellers	SM SE Okanagan-Kootenay, SL Yukon. Low wages, high turnover, increasing automation
Stock Clerks	SM
Receptionists	SM
Collectors	SM High turnover
Hotel Clerks	SM
General Office Clerks	SE SM Yukon

Sales Occupations

Technical Salesmen	RM For certain specialities
Salesmen, Commodities	SL SM Vancouver Island
Sales Clerks, Commodities	SL SM Vancouver Island, Okanagan-Kootenay, North Central
Service Station Attendants	SM Increasing surplus

*Not elsewhere classified

Forward Occupational Imbalance Listing — Pacific Region (Third Quarter, 1976)

Service Occupations

Chefs & Cooks	SL
Cooks, Specialty Foods	RL
Bartenders	SM Problem establishing qualifications, also tourist industry decline
Waiters, Food & Beverage	SL SM Vancouver Island, SM Yukon
Barbers/Hairdressers	RL SL South Vancouver Island
Hostesses, Stewards	SL Cutbacks in airlines and ferry system expected
Labouring Services	SM

Forestry and Logging Occupations

Timber Cutting & Related	RM Improving lumber market, gradual demand increase
Log Inspecting	RL Localized shortages expected
Log Hoisting	RL

Mining, Quarrying, including Oil and Gas Field Occupations

Other Drilling	SL RL Yukon, B. C. Mining and gas drilling increasing, unemployment declining
Blasting Occupations	SL
Mining & Quarrying; Cutting, Handling & Loading	RL Probable increasing demand as min- ing activity recovers
Fire Bosses	RM
Miners, All-round	RM Shortages coal mines, Okanagan- Kootenay and Yukon metal mines

Processing Occupations

Moulding	RL Chronic shortages of highly skilled because of few apprentices
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Machining and Related Occupations

Tool and Die-Making	RL Specialties required
Machinists	SL RL Okanagan-Kootenay
Sheet Metal Workers	RL
Welding	SM Chronic shortage Okanagan-Kootenay coal mines
Boilermakers	SL Shipyard activity reduced
Boilermakers, Erection & Repair	RL Demand in Okanagan-Kootenay

Forward Occupational Imbalance Listing — Pacific Region (Third Quarter, 1976)

Product Fabricating, Assembling and Repairing

Industrial, Farm & Construction Machinery Repair	RM	RL North Vancouver Island Chronic shortages coal mines Okanagan-Kootenay
Millwrights	RM	
Construction Equipment Mechanics	RM	
Diesel Mechanics	RM	
Precision Instrument Repairers	RL	
Marine Craft Fabricators	SL	
Painters & Decorators	SM	

Construction Trades Occupations

Excavating & Grading	SL	SE Yukon
Paving, Surfacing	SL	
Power Linemen	RM	Postponed projects of last year now being implemented
Construction Electricians	SL	RL North Central
Carpenters	SM	RL for non-union housing carpenters maintenance men and specialties for hydro construction projects also required
Masons	SL	Surplus mainly of helpers
Concrete Finishing	SL	RL Skilled tradesmen for dam projects
Painters	SL	
Insulating Occupations	RL	
Roofers	SM	RM summer months
Pipefitting, Plumbing	SL	RL North Central
Plumbers	SL	RL North Central, Okanagan- Kootenay and North Vancouver Island
Structural Metal Erector	SL	No long term projects except possible railway building
Glaziers	SM	Slight seasonal demand

Transport Equipment Operating Occupations

Deck Crew, Ship	SE
Engine Crew, Ship	SM
Truck Drivers	SM

Material Handling and Related Occupations

Hoisting Occupations	SL
Longshoremen	SE Union seniority and lack of mobility

Other Crafts and Equipment Operating Occupations

Power Station Operators	RL
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CANADA MANPOWER CENTRES PACIFIC REGION



CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon, Williams Lake

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Langley, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria

KAMLOOPS: Dawson Creek, Kamloops, Kelowna, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

Job opportunities in the Metro Vancouver Area deteriorated during the first nine months of 1976 to levels last experienced in 1971. This decline in the number of job vacancies available in the local labour market can be attributed to several factors, including delays in the long-promised recovery in the province's major export sectors. Protracted market problems faced by the forestry and mining industries have had a severe impact on employment in supporting manufacturing and service industries in the Metro Area. These problems were aggravated by disruptions caused by labour disputes in the mining, transportation, construction and trade sectors. Employment in area service industries was also affected adversely by reductions in foreign tourism. Limited information available indicates that the combined effects of these factors prohibited any growth of employment over levels experienced in 1975, and may, in fact, have resulted in a slight reduction in total employment in the Metro Area.

Provincial data on family allowance payments strongly indicate that the erosion of employment opportunities was accompanied by net out-migration of workers. In spite of this unusual geographic adjustment, growth of the local labour force out-paced job opportunities; unemployment rates increased substantially.

AVERAGE UNEMPLOYMENT RATES VANCOUVER CMA*

	1976	1975
First Quarter	8.6%	7.3%
Second Quarter	9.3%	6.4%
Third Quarter	8.1%	7.1%
Fourth Quarter		7.7%
Annual		7.1%

Source: Labour Force Survey

* Census Metropolitan Area

Local Canada Manpower Centres (CMC's) reported that the growing surplus of workers was accompanied by lower turnover among the employed, and by increased selectivity of employers hiring additional workers. The worsening of employment opportunities has had a very large impact on operations of Area CMC's. The stock of unemployed clients registered at local CMC's remained near the high levels established in 1975, while the flow of job vacancies notified by the CMC's drop-

ped to the lowest levels experienced in the last five years. However, comparison of changes in the total number of vacancies available in the local economy, with changes in vacancies registered at Area CMC's indicates that the CMC's are receiving a relatively stable share of job vacancies created in the local labour market.

TOTAL JOB VACANCIES RECEIVED AT METRO VANCOUVER CMC'S

	1976	1975	% Change
First Quarter	11178	11884	- 6%
Second Quarter	14579	20427	-29%
Third Quarter	14968	16707	-10%
Fourth Quarter		16587	

Employment

Much of the unusual weakness in the demand for labour in the Metro Area over the first nine months of 1976 can be attributed to problems in the *primary industries* across B. C. The long-promised recovery of forestry and mining revenues failed to materialize, in spite of an upsurge in world demand. Employment increases were restrained by rising production costs, labour-management disputes, and by the high exchange rate on the Canadian dollar. Although the direct employment impact of these problems was relatively minor in the Metro Area (where forestry and mining account for less than 2 per cent of total employment), the *indirect* effects severely limited employment growth in industries linked to the resource sectors.

Manufacturing employment in the Metro Area showed slight decreases from the depressed levels of 1975, in spite of minor increases in some manufacturing sub-sectors. Area sawmills increased employment slightly as some mills added third shifts to capitalize on short-term fluctuations in demand for lumber, but only the cedar mills exhibited continued output at near capacity levels. Employment in the paper and allied sector also showed minor gains over 1975's performance. However, these gains were partially offset by cut-backs in manufacturing industries ancillary to the primary sector.

Layoffs at several firms which produce machinery and equipment used in forestry, mining and sawmilling were directly attributed to continuation of the recession in these sectors. Current employment in many Metro Area machine shops and metal fabricating plants is well below capacity, and is relying heavily on repair work. Revival depends on a recovery of sawmilling and on expansion of mining activity in the rest of the province.

Layoffs at shipyards were another major element offsetting minor increases in the wood industries in the Area. By mid 1976, local shipyards had completed the new B. C. ferries and several other smaller projects. The only contract of consequence still underway is the construction of two medium-sized icebreakers. Employment has now been reduced to less than 50 per cent of capacity, and further cutbacks are anticipated over the near future.

The short-term outlook for employment in Metro Area manufacturing industries holds little hope for any significant recovery in 1976, and increases possible in 1977 will likely be limited to gradual growth toward levels experienced in 1973 and 1974. Increases to the stock of industrial plant have been relatively small since 1974. Capital and repair expenditures on Metro Area manufacturing plants dropped between 1974 and 1975, and investment intentions show an increase of only 12.7 per cent for 1976. A very large share of this increase must be attributed to inflation. Another significant element should probably more correctly be charged to relocation expense, rather than to increases in capacity. Much of the apparent expansion consists of moves from high-cost downtown locations to suburban industrial parks.

The moderate growth expected in *construction* employment also failed to materialize. However, this failure appears to be the product of delays caused by contract bargaining, rather than by underlying cyclical market problems apparent in some other sectors. Projects planned were delayed by the uncertainty surrounding contract negotiations in the spring, and construction underway on unionized projects was shut down for most of July and August by industrial disputes. Settlement of these disputes in September should permit fairly rapid growth of employment as contractors attempt to catch up on work under way, and as other projects are moved from advanced planning stages to implementation. Commercial and industrial building permits jumped

substantially in August, possibly in anticipation of the construction trades' contract settlement. Preliminary estimates of the value of building permits issued over the first eight months of 1976 indicate substantial year-to-year increases in commercial and industrial construction activity, and moderate growth of residential construction. The value of permits for institutional construction has declined slightly.

Although the outlook for construction employment over the very short term is favourable, projections for the next year are less optimistic.

**Value of Building Permits Issued*
January to August
Metro Vancouver**

	1976 \$ Millions	1975 \$ Millions	% Change
Residential	330	278	19%
Commercial	154	102	51%
Institutional	55	59	-5%
Industrial	60	45	32%
TOTAL	600	485	24%

The *transportation, communications, and other utilities* sector, which was the service sector most severely affected by the resource industry cutbacks in 1974 and 1975, suffered additional employment reductions in 1976. Both the economic slowdown in the resources industries and strikes in construction, transportation and trade had a detrimental impact on the *transportation* sector in particular. Layoffs in truck and water transport industries more than offset mild growth of employment in the urban transit systems. Local CMC's report that the few job orders available for truck drivers now often demand additional mechanical and or dispatching skills and offer relatively low pay.

Employment in the air transport sector has also declined slightly over the last year, partially due to secondary effect of the resource industry problems, and to the PWA move of some personnel to Alberta.

Fiscal restraint by the utilities and communications sectors has severely limited growth in these sectors too.

Employment in the *wholesale and retail trade* sectors has shown negligible growth in 1976, despite

the completion of another major department store down-turn. Retailers have attributed disappointing sales to the combined effects of the sudden large increases in the Insurance Corporation of B. C.'s automobile insurance rates, to the impact of the increase in the B. C. sales tax from 5 per cent to 7 per cent, and to the impacts of high unemployment and of labour disputes on consumers' disposable incomes. Data for the first six months of 1976 showed that retail sales in the Vancouver CMA increased by only 9.9 per cent over 1975 levels. Adjustment for price increases would virtually wipe out this increase in sales dollars. Department store sales increased by only 5.1 per cent in dollar volumes — probably a decline in volumes of goods sold. Grocery and meat stores' sales grew by 3.2 per cent and motor vehicle dealers' dollar sales volume increased by 8.4 per cent. The net effect of these disappointing sales records has been a stabilization of total number of persons employed in the sector, and some shifts toward fewer hours per week per employee, through increased use of part-time workers. These adjustments, and the lockout of Safeway employees in September, have resulted in excess supplies of qualified workers for most sales jobs, with the possible exception of some commission sales positions.

The ICBC premium changes, which led to general increases in the "deductible" portions of auto insurance policies, also have cut into the demand for auto body repairs. As a result, the persistent shortage of auto body mechanics experienced over the last few years disappeared.

Employment in the *finance, insurance and real estate* sector continued to grow slowly through the opening months of 1976. Most of the growth was attributed to expansion of savings and credit unions in the Area.

The large *community, business and personal services* sector was the main source of employment growth in the Area through 1975. However, gains in the first nine months of 1976 were much smaller, as the effects of the prolonged downturn rippled through the tertiary industries. Mild growth was reported in the sub-sectors providing services to business management and amusement and recreation services. However, even with the U.N. Habitat convention activity and the completion of another major downtown hotel, employment in the accommodation and food services sub-sector in-

creased only marginally. Everything from the U.S. Bicentennial to the use of celsius temperature measurement in weather broadcasts has been cited as the reason for the poor performance of this sub-sector. It seems reasonable to assume that a combination of negative influences, including the U.S. Bicentennial, higher gasoline prices, high costs of accommodation and food services, and poor weather have contributed to the 4 per cent drop in foreign travel to B. C. — and to the lack of employment growth in Metro Vancouver.

The decline in job opportunities available in most industries had a marked impact on vacancies notified to Area Canada Manpower Centres. The table overleaf shows the industrial breakdown of the flow of vacancies notified to Area CMC's during the months of July, August, and September over the past three years. Examination of this short time series provides a fair picture by industry of the impact on the eroding availability of jobs over the recession.

**AVERAGE MONTHLY VACANCIES NOTIFIED TO
METRO VANCOUVER CMC'S DURING
THE 3rd QUARTER**

	1976	1975	1974
PRIMARY INDUSTRIES	1110	1106	1939
MANUFACTURING	2247	2713	5104
Food & Beverages Mfg.	227	410	645
Wood Industries	242	330	608
Paper & Allied Mfg.	76	82	256
Metal Fabricating	298	299	701
Machinery Mfg.	163	154	360
Transportation Equip. Mfg.	165	332	407
CONSTRUCTION	1546	1689	2719
TRANSPORTATION, COMMUNICATIONS, & UTILITIES	721	716	1288
TRADE	2327	2775	4994
Wholesale	839	957	1925
Retail	1488	1818	3069
FINANCE, INSURANCE, REAL ESTATE	533	575	1059
COMMUNITY, BUSINESS & PERSONAL SERVICES	5324	5955	9044
Education Services	245	375	441
Health Services	478	541	948
Services to Business Mgt.	802	822	1265
Personal Services	1054	1024	1308
Accommodation & Food Services	2106	2344	3631
PUBLIC ADMINISTRATION	1159	1169	1923
ALL INDUSTRIES	14967	16707	28078

Labour Force

Limited statistical information available indicates two separable responses by the working age population to the decline in employment opportunities through the first nine months of 1976.

The proportion of the working age population, which is working or seeking work, (i.e. the participation rate) showed marked increases through 1975. At that time, the increase was attributed to increased labour market activity of women attempting to maintain families' standards of living when faced with inflation and with unemployment of heads of families. How much of this change was in fact due to this "additional worker hypothesis" and how much was simply the "pull" of demand for labour in the rapidly growing service industries remains uncertain.

Similarly, the stabilization of participation rates in the first six months of 1976, can be attributed to decreased "pull" from the service sector, and probably also to the "discouraged worker" hypothesis. (This theory has workers withdrawing from labour market activity when faced with prolonged unemployment and poor prospects of finding a job.) The strong increase in participation rates in July and August is attributed largely to the labour market entry of youth.

AVERAGE PARTICIPATION RATES VANCOUVER CMA*

	1976	1975
First Quarter	62.7%	62.3%
Second Quarter	64.7%	64.5%
Third Quarter	65.9%	64.3%
Fourth Quarter		62.9%
Annual		63.5%

Source: Labour Force Survey

* Census Metropolitan Area

The second response was more obvious than the participation rate changes. Provincial data drawn from family allowance administrative records have shown a sustained net outflow of families from B. C. for the first time since 1958. This information — and the very slow growth apparent in the preliminary census 1976 results — strongly indicate that the Metro Area population has contracted over the past few months as persons

migrated to other areas in search of better employment opportunities.

The net effect of these changes is reflected in the "employment rate." This rate is defined as the proportion of the working age population which is employed. Because it depends only on employment levels and population size, it is probably a better indicator of the health of the labour market than the unemployment rate. (The unemployment rate can fluctuate simply because persons decide to enter — or withdraw from — the labour force, even when there has been no change in employment or population size. For example, if a number of the unemployed became discouraged and withdrew from the labour force, the unemployment rate would drop — even without any improvement in employment conditions. The employment rate would not be affected by such a change. Performance of this indicator is summarized in the table following — which indicates improvement in the third quarter of 1976.

AVERAGE EMPLOYMENT RATES VANCOUVER CMA*

	1976	1975
First Quarter	57.3%	57.8%
Second Quarter	58.7%	60.4%
Third Quarter	61.1%	59.8%
Fourth Quarter		58.0%
Annual		59.0%

Source: Derived from Labour Force Survey results.

* Census Metropolitan Area

The erosion of employment opportunities over the last year has affected both skilled and unskilled workers. General surpluses of labour exist in most occupational categories. However, local CMC's still report shortages of qualified and experienced personnel in some occupational areas. Included in these lists are experienced civil and electrical engineers, financial managers, specialized draughtsmen, physiotherapists, occupational therapists, speech therapists, specialty cooks, and hairdressers. Small numbers of vacancies also persist for live-in housekeepers and domestics. The total number of hard-to-fill vacancies has dropped to roughly one-half the numbers reported one year ago.

AREA DEVELOPMENTS

VANCOUVER ISLAND AREA

During most of 1976, the economy of the Vancouver Island area has remained quite sluggish; the labour market has been correspondingly slow with few job opportunities for the many more job seekers.

At the end of 1975, a more definite recovery of employment conditions was anticipated to take root during 1976. However, the warning of a continued slack labour market was still apparent and no easy or quick path to substantially lower unemployment was ever thought possible over this year.

Several occurrences in early 1976 acted against the tentatively recovering economies of many Vancouver Island communities. Initial strength in the wood products markets weakened, with fluctuations of demand and prices causing some minor and temporary lay-offs in area sawmills during the first half of the year.

The retail trade sector, having barely survived the heavy losses of personal disposable income during 1975, was affected by the increase in the sales tax.

Tourism, the sector which provides so much of the summer employment gains, and, in fact, sole annual employment income for many people was heavily down in 1976; costs, including the ferry rate increases were far too high to attract much of the already dwindling tourist traffic of British Columbia.

It was therefore not surprising that the number of job vacancies made available through Manpower Centres showed dramatic fall-off from the end of 1974 through 1975. A tentative turn-around period in the first quarter of 1976 was apparent when year-to-year figures are compared, but fell off again during the second quarter of the year. The latest stage indicated another somewhat weak shift toward a happier trend by the third quarter of 1976.

TOTAL VACANCIES NOTIFIED TO MANPOWER CENTRES VANCOUVER ISLAND AREA

	1976	1975	1974
First Quarter	5,800	4,900	8,200
Second Quarter	8,500	9,000	12,700
Third Quarter	6,864	5,900	9,300
Fourth Quarter		5,400	5,300

Of course vacancies notified to Manpower Centres do not comprise the total job availability in local labour markets but this information does act as a good mirror of the overall vacancy picture.

The other major indicator of the economic health of a community is the number of proportion of people who are unemployed and seeking work. The Labour Force Survey of Statistics Canada has shifted to a revised format for the start of 1976. Historical data is not directly comparable but we do have information for 1975 which can be compared to show recent trends. The Vancouver Island area now also includes Powell River for this measure.

AVERAGE UNEMPLOYMENT RATES VANCOUVER ISLAND AREA

	1976	1975
First Quarter	9.1%	10.6%
Second Quarter	8.4%	9.2%
Third Quarter	8.1%	10.1%
Fourth Quarter		7.8%

As with the job vacancy measure, these rates point out an improvement, albeit relatively small, in the overall level of unemployment on Vancouver Island. However, this improvement has been achieved largely because there has been minimal labour force growth for two years.

AVERAGE PARTICIPATION RATES VANCOUVER ISLAND AREA

	1976	1975
First Quarter	57.1%	57.0%
Second Quarter	57.8%	57.3%
Third Quarter	59.2%	58.1%
Fourth Quarter		57.5%

The proportion of working-age population active in the labour force either employed or looking for work as measured by these participation rates, barely changed until well into 1976. Compounding this pattern of sluggish labour force growth is the suspicion that many Vancouver Island centres, in common with the general trend in British Columbia in early 1976, have experienced nil migration if not actual out-migration of working-age people.

Industrial Employment

The woes of lumber manufacturing and of the wood based industries must be very familiar to all in British Columbia. A pick-up of demand in late 1976 led to anticipation that the sawmills on Vancouver Island would be in full production by late 1976 although cost pressures were apparent and made it unlikely that the recalls to the mills would lead to the previous high employment levels. The continuation of these cost problems, the adverse dollar exchange rate for this export oriented industry, and the virtual lack of developments for the last few years does mean that, although full production may be achieved in 1977, very little new employment will come from this sector.

Pulp and paper mills are in a similar situation. They have been the source of most of the industrial investment on Vancouver Island for some years and further large sums of money are allocated here for 1977 and 1978. However, these investments have not been used for expansion of plant — the majority have been used on pollution control additions and in some cases replacement of outdated plant. This has produced a fair quantity of construction phase employment but the rationalization underway at the Powell River mill will reduce the number of employees required by 200.

However, despite the problems raised here as to future growth of employment in these industries, the normal flow of vacancies in the very large sec-

tor of the Vancouver Island economy is usually substantial. During 1975, while many mills were under lay-offs, vacancies in these industries did drop substantially, and it was certainly better for Island labour markets to have access to the increased level of vacancies from these industries during 1976.

Another important manufacturing industry in Victoria has recently moved into the news. Ship building which had provided a substantial level of skill employment in Victoria up to mid-1976 appears to be in for a very lean time. In common with the Burrard yard in Vancouver, Yarrows have virtually no work planned for late 1976 and 1977. Cost factors are once more raised here as the yard cannot bid competitively on most projects. However, some re-development of dry-dock facilities in Victoria being planned should help productivity in future years. The short-term future is the most worrying for ship-yard workers as at least half of the early 1976 work force will be laid-off by late 1976.

Construction employment, which was a mainstay of many areas during 1975, continued at a high level during 1976.

Housing construction, after lagging so badly in 1975 picked up substantially during the first half of 1976. Starts of new housing in Victoria showed a 45 percent growth in the January to August period when compared with the same period of 1975, and stood at 2,847 or close to 30 per cent of the level of starts in the Metropolitan Vancouver Areas.

However, the repercussions of the economic slowdown are still being felt in many Island communities. Development plans made at a time of rapid population growth, as in 1973 and 1974, have led to a heavy over-supply of housing in some areas; Nanaimo and some surrounding areas are particularly hard-hit and the Victoria area is just starting to show the effect of slower housing demand.

Building permits, which are the major indicator of future short-term development intentions, are now starting to reflect the large stock of housing on the market. If there is also, even temporarily, an outflow of people from the Vancouver Island area, one can expect some plans to be shelved for the time being.

TOTAL VACANCIES NOTIFIED TO VANCOUVER ISLAND AREA CMC'S DURING THE 3rd QUARTER (selected industries)

	1976	1975	1974
Agriculture	79	81	90
Forestry	695	497	874
Manufacturing	992	578	1298
Wood products	(344)	(73)	(230)
Paper & Allied	(368)	(253)	(624)
Construction	517	541	695
Transportation, Comm. & Other Utilities	189	131	260
Trade	814	820	1171
Finance, Ins. & R.E.	214	153	216
Comm. Bus. & Per. Ser.	2528	2283	3265
Public Adm. & Defence	794	760	1180
Total	6822	5913	9642

Construction employment prospects for this coming winter do look substantially weaker than they have been for some time.

And of further concern in this area is the continued lack of major industrial development projects for the Vancouver Island Area economy.

At present, major construction work forces are involved in adding pollution control systems at various mills. The B. C. Forest Products mill at Crofton is the latest addition with a proposed \$11 million waste wood burning power boiler to be constructed starting in 1976; this project will need up to 100 workers.

The only other major construction employment areas are the new British Columbia government buildings in Victoria which are presently under construction. The work forces involved on these projects will continue until late 1977 or 1978. However, the excess supply of office space now becoming apparent in Victoria, as well as Vancouver, will be exacerbated once government employees move to the new buildings from present rented space; further office space development in Victoria will be unlikely for a few years.

Although construction employment will not be affected too much, it is worth commenting here on the two projects which are likely to have the most beneficial impact on the North Vancouver Island economy in a few years time: The Duke Point harbour development in Nanaimo has finally been authorized, as have the final two phases of the North Island Highway which will open up the Port Hardy-Port McNeill area to further developments by 1980.

Reviewing recent employment in other industries on Vancouver Island only adds to the generally depressing picture. Transportation, obviously dependant on wood products manufacturing has regained some of its previous employment, but is still low. Northland shipping recently announced that they will discontinue service to many coastal communities by the end of October as their subsidy has run out and an extension has been refused.

Although one would expect that other firms will attempt to take over parts of this service, closure will undoubtedly further affect employment levels in this sector. In addition to this, the final employment situation for B. C. Ferry workers has not been announced; some lay-offs have been expected here.

Trade employment and job vacancies have also suffered for much of this year as local strength did not build up to any degree from late 1975. Added to this is the fact that Victoria, where much of the trade employment is found, has been adjusting to a decline in Public Administration employment and a very sluggish tourist season.

Employment in the hospitality industry, as has been noted, was very low this summer. Although generally high costs and poor weather in competition with the American Bi-Centennial has undoubtedly curtailed tourist flows, the doubling of the ferry rates at the start of the summer did have a further impact. Initially, in the first month of implementation, ferry traffic, both vehicle and passenger, was down by well over 35 per cent from a year ago — 25% for vehicles and 18% for passengers. It is most likely that the frequent family traveller and most visitors will have adjusted to the rates by next summer, but a tourism boom is still unlikely given relative costs with tourist areas in the United States. Pulling these various strands together points out that unemployment, only marginally better than last year can be expected to remain high for a further year, and that employment re-growth will continue in the base industries but that employment fluctuations, in various industries, are likely to be more apparent than the growth trend. In any case, employment can only be expected to grow at a slow rate over the next few months.

Although this situation may lead to some further labour force declines and population outflows in some centres on the short-term, a sufficient pickup appears underway now for the forest-based areas to sustain local communities.

AREA DEVELOPMENTS

OKANAGAN-KOOTENAYS AREA

A moderate increase in logging and lumber production and construction activity provided the main strength to the area's economy during the first eight months of 1976. However, prolonged work stoppages at coal mines and a poor tourist season curtailed economic activity in the East Kootenay area. Rail transportation was affected adversely by the downturn in coal shipments. A decline in the flow of travellers during the summer reduced the volume of spending at retail outlets, hotels, restaurants and other hospitality oriented establishments in all parts of the Okanagan-Kootenays area.

Although employment activity at Canada Manpower Centres in the area declined below the level of the same period in 1975, the unemployment rate was slightly below that of the province. Some of the difference may be attributed to lower labour force participation in the Okanagan-Kootenays labour markets.

In spite of high unemployment, a few shortages persist particularly in the following occupations:

Cooks, Chinese food at Ashcroft, Nelson and Fernie

Hairdressers and Cosmetologists (Licenced), throughout the district

Underground Miners at Fernie and Cranbrook

Machinists at Ashcroft and Trail

Welder Fitters at Fernie

Steel Fabricators at Trail

Electrical Repairmen at Trail and Fernie

Motor Vehicle Mechanics at Ashcroft, Kamloops, Nelson and Trail

Heavy Duty Mechanics primarily at Fernie

Maintenance Carpenters at Trail

Pipefitters at Fernie

Beyond 1976, further employment growth concentrated in retail trade and the hospitality industries is expected to result from an increasing flow of travellers and permanent residents. Areas offering the greatest growth prospects are the Okanagan, Kamloops, Williams Lake, 100 Mile House and the East Kootenay. By 1978, major hydro projects should create a short-term demand in retail trade, accommodation and services in the Trail and Revelstoke areas. A projected increase in coal and lumber shipments from the Okanagan-Kootenays should expand railway employment at Cranbrook, Revelstoke, Kamloops and Williams Lake. Between 1976 and 1979, expanded wood

products manufacturing facilities in the Nelson, Penticton and Williams Lake areas are likely.

Although a moderate increase in employment is expected during the next few years, little reduction in the current high level of unemployment is ex-

Selected Indicators S. CENTRAL, OKANAGAN AND KOOTENAY LABOUR MARKET AREAS

	Jan-Aug 1976	Jan-Aug 1975
Timber Scale, Million cubic feet (1)		
Nelson Forest District	105.2	96.5
Kamloops Forest District	153.5	105.9
Cariboo Forest District	133.7	116.1
Carload Lumber Shipments, Million board feet (1)		
Cariboo	* 657.5	* 622.0
Southern Interior	* 1200.4	* 998.1
Number Dwelling Unit Starts by Labour Market Area (2)		
Okanagan	2407	2820
Kootenay	889	575
S. Central	1072	1274
Value Non-Residential Building Permits (\$Million) (2)		
Okanagan Area	30.4	31.2
Kootenay Area	21.2	10.7
S. Central Area	25.3	22.0
Vacancies Listed by Employers at Manpower Centres (Excludes Farm Labour)		
Okanagan Labour Market Area	7470	9289
Kootenay Labour Market Area	5263	6768
S. Central Labour Market Area	5339	5514
Placements by Manpower Centres:		
Okanagan Labour Market Area	5729	7306
Kootenay Labour Market Area	4465	5437
S. Central Labour Market Area	4098	4312
Unemployment Rate, Average March-August, 1976 (3)		
Okanagan-Kootenay Area	8.2%	—
British Columbia	8.8%	—
Participation Rate, Average March-August, 1976 (3)		
Okanagan-Kootenay Area	53.1%	—
British Columbia	62.3%	—

* January — July

(1) Source — B. C. Forest Service

(2) Source — Monthly Building Reports of Cities and Regional Districts, January August Catalogue No. 64-001, Statistics Canada for smaller organized areas covering period January to June

(3) Source — Catalogue No. 71-001, Statistics Canada

pected. The seasonal pattern of past years, characterized by moderate buildup of the work force during the summer months, peaking by September, then tapering off gradually through the fall and winter, is expected to continue relatively unchanged for the next few years.

The Okanagan-Kootenays contains three labour market areas each with a considerably different economic base. The *South Central Labour Market Area* includes the Kamloops and Williams Lake Canada Manpower Centres and includes the Thompson-Nicola Regional District, the Williams Lake portion of the Cariboo Regional District and the Lillooet-Bridge River subdivisions of the Squamish-Lillooet Regional District. The *Okanagan Labour Market Area* includes the Okanagan and Similkameen Valleys, as well as the Lumby, Armstrong, Enderby, Shuswap and Revelstoke sub-area, embracing all territory within the boundaries of the Penticton, Kelowna and Vernon Canada Manpower Centres. The Boundary and Kootenay areas, excluding the Revelstoke school district, make up the *Kootenay Labour Market Area* administered by Canada Manpower Centres at Nelson, Trail and Cranbrook.

Okanagan Labour Market Area

Increased production by sawmills and recreational vehicle manufacturing plants and continuing residential building activity provided the main strength to the economy of this area during the first eight months of 1976. However, the abnormally wet summer curtailed the flow of visitors to the Okanagan, which in turn reduced the volume of

business generated at hotels, restaurants and retail establishments catering to tourists. A spring layoff of almost 600 workers on the Mica dam hydro project north of Revelstoke depressed employment for union tradesmen. Comparison of the principal indicators of economic and employment activity for the same period of 1975 attest to the slowdown during the current year, particularly in the level of placement activity by Canada Manpower Centres.

Although the area's population and labour force should continue to grow for the next three years, expansion is not expected to approach that of the previous five year period when the population and labour force increased by approximately five and four per cent respectively.

OUTLOOK

PRIMARY SECTORS: Little change; possibly slight pickup in logging.

SECONDARY SECTORS: Light to medium growth in manufacturing, spearheaded by increased output of mobile and modular homes and recreational vehicles; continued high level of activity for residential and commercial construction and buildup of work force on major hydro project at Revelstoke highlight expansion.

TERTIARY SECTORS: Continuing influx of permanent residents and travellers should sustain activity in the service oriented industries with further expansion of shopping, accommodation, ancillary facilities and provision of additional health services.

Kootenay Labour Market Area

Residential construction and increased log, lumber and plywood production provided the main source of strength to the economy of this area during the first eight months of 1976. However, prolonged work stoppages at both major coal operations in the East Kootenays and below normal tourist activity curtailed employment by reducing hiring for retail trade establishments, and caused extensive layoffs of train crews engaged in coal transportation. Comparison of the principal indicators of economic and employment activity with the same period of 1975, show marked changes particularly in the number of placements in the mining industry.

**Selected Indicators
Okanagan Labour Market Area**

	Jan-Aug 1976	Jan-Aug 1975
Number Dwelling Unit Starts	2407	2820
Value Non-Residential Building Permits (\$ Million)	30.4	31.2
Fruit Production:		
Tree Fruits (tons)	*224800	*195585
Grapes (tons)	13500	* 11625
Placements, Excluding Seasonal Farm Labour	7470	9289
* Total for year 1975 and estimate for 1976. B. C. Department of Agriculture		

Selected Indicators Kootenay Labour Market Area

	Jan-Aug 1976	Jan-Aug 1975
Number Dwelling Unit Starts	889	575
Timber Scale, Nelson Forest District (Million cubic feet)	105.2	96.5
Value Non-Residential Building Permits (\$ Million)	21.2	10.7
Placements, Excluding Seasonal Farm Labour		
Mining	324	764
All other Sectors	4141	4750
Employment Hydro Projects, (Monthly Average)		
Kootenay Canal	100	450
Nelson; Seven Mile, Trail	375	100

Annual growth in the Kootenay population and labour force should approximate two per cent annually during the next three years, slightly above that of the previous five year period. Although expansion will be concentrated in the Cranbrook-Fernie area, a definite upturn should develop at Trail and nearby communities as a result of the "Seven Mile" hydro project.

OUTLOOK

PRIMARY SECTORS: Slight buildup in logging; continued expansion in mining work force, vicinity Fernie and Sparwood.

SECONDARY SECTORS: Little change in manufacturing...possibly slight increase in sawmill and veneer plant employment; accelerated activity in construction industry with buildup of crews on major hydro projects at Trail and possible start on development of new open pit coal properties in Fernie-Sparwood Area; also continuing strength for residential construction in East Kootenay, supplemented by increased demand for housing at Trail and environs.

TERTIARY SECTORS: Steady growth continuing, dominated by expansion in shopping, transportation, health care, accommodation and related facilities; concentrated in East Kootenay, primarily at Cranbrook, and to a lesser degree at Trail and nearby communities.

South Central Labour Market Area

Key indicators of economic and employment activity for the first eight months of 1976 and 1975, listed below, highlight improvement in the forest industry during the current year in contrast to a marked slowdown in tourism.

Selected Indicators South Central Labour Market Area

	Jan-Aug 1976	Jan-Aug 1975
Timber Scale (Million Cubic Feet)		
*Kamloops Forest District	153.5	105.9
*Cariboo Forest District	133.7	116.1
Carload Lumber Shipments, Cariboo Area (million f.b.m.)	657.5	622.0
Number Dwelling Unit Starts	1072	1274
Value Non-Residential Building Permits (\$ Million)	25.3	22.0
Placements, Excluding Seasonal Farm Labour:		
Logging	318	179
Accommodation, Food & Personal Service	1122	1366
All Other Industries	2658	2767

* Kamloops District also includes Okanagan and Shuswap forests Cariboo District embraces area from Clinton to Quesnel

Housing and non-residential construction activity provided additional strength to the area's economy during 1976. Recruiting of staff for a new shopping centre at Kamloops maintained placement activity in the trade sector on a par with that of 1975, in contrast to the sharp downturn experienced in 1976 at the Okanagan centres. A marked slowdown in population and labour force growth is expected for the South Central labour market area.

OUTLOOK

PRIMARY SECTORS: Staffing for "Afton" open pit copper mine near Kamloops to be underway by 1978; possibly slight increase in logging work force.

SECONDARY SECTORS: Light growth forecast in manufacturing, primarily highlighted by staffing for "Afton" smelter and development of "Kamore" industrial site in the vicinity of Kamloops; also possible slight increase in sawmill and veneer plant employment; continuing high level of residential building expected to persist at Kamloops and Williams Lake-100 Mile area; current level of commercial and institutional construction should be maintained and development of one or more mining properties should ease heavy unemployment among union tradesmen at Kamloops.

TERTIARY SECTORS: Expansion of shopping, health care and related facilities to continue; also staffing for new penal institution near Kamloops and additional rail crews at Williams Lake and Kamloops; further growth in hospitality oriented work force should also occur.

AREA DEVELOPMENTS

NORTH CENTRAL AREA

There are indications that production levels have increased in the key forest industry during the first half of 1976. Employment in mining has changed little since the same period of 1975, except for a protracted labour dispute at one operation. Construction has been disrupted by a strike-lockout situation, but building permit figures indicate that there is continuing strength in the residential field.

Unemployment in the area remains high and is likely to do so for most of the next two years. In general, economic growth is expected to be slower than in the recent past due to the lack of a sufficient increase in the U.S. housing industry and the fact that there is not the same large unused potential in Northern forests.

The primary food producing sectors, agriculture and fishing, have not had good production in 1976. Wet weather has damaged many of the hay crops in the Central Interior and Peace River areas. With their own forage supplies reduced, farmers will have to purchase higher-cost alternatives or sell their cattle before beef prices have reached the higher level which is expected next year. Halibut catches were good, but the Skeena and Nass River sockeye and pinks catches were much lower than expected. Consequently, the normal summer employment level in the canneries was not achieved.

Metal mining employment was not significantly different from the same period of 1974, except for a strike at Noranda's Bell Copper Mine in Granisle. The strike of 165 members of the Canadian Association of Industrial Mechanical and Allied Workers began in early February and continued until early September. The dispute was over wage parity with Granisle Copper, which was paying from \$0.71 per hour more to labourers and \$1.38 more for tradesmen. Wage parity was not achieved, but the differentials were reduced to \$0.52 for labourers and \$0.27 for tradesmen, subject, of course to A.I.B. approval of the new Bell Copper agreement. In the mineral fuel sector, oil and gas exploration in the Peace River area experienced a strong recovery with many more rigs active than during the previous season, though still fewer than two years before. (Footage drilled was above 1974, however).

Figures compiled by the B. C. Forest Service show a 13% increase in timber scaled from January to June of 1976 compared to 1975. The timber scale was still some 4% below the same period in 1974,

however. (The timber scale is the volume of logs cut in forest units managed by the Service).

Sales of lumber increased even more than the volume of logging, up 32% in quantity and 65% in value, reflecting increased prices compared to 1975. Prices of spruce have returned to their peak levels achieved in the Second Quarters of both 1973 and 1974. Fir has regained its Second Quarter, 1974 level but is below its 1973 peak. Producers located on the BC Rail line faced shipment problems caused by a continuing box-car shortage and two labour management disputes on the railway, which resulted in a total of more than two months of non-operation. The only important expansions in capacity during the year are at Vanderhoof, where Plateau Mills increased their work force by 70 in June and July to staff an expansion, and in Fort Nelson where some 60 persons will be needed for a new veneer line currently being constructed and expected to be completed in December, 1976. At Prince Rupert, Cancell is converting its sulfite mill to the production of Kraft pulp. This will necessitate the layoff of some 300 persons in October for a period of up to two years, at which time the new Kraft facility is expected to be finished. No tradesmen, however were released.

Construction activities in the institutional and commercial-industrial sectors have been interrupted twice by province-wide strike-lockout situations. During similar events in 1974, northern projects were not affected, but this time the North was included. These work stoppages are estimated to have idled some 3,000 persons in the Prince George area alone for over a month during the June-July period and again during September. The North's largest construction project, BC Hydro's Site 1 dam continued working as the contractors are not members of the employers' association involved in the general lockouts. The work force on the dam ranged from approximately 450 in May to over 700 by early September. About 10% of the manpower is supervisory and another 12% are office and technical workers. Tunnel and rock workers are the largest trade with approximately 23% of the total manpower, followed by carpenters at 16%, and operating engineers with about 14% of the employment. Other groups of workers involved are electricians and linemen (4%), culinary workers (5%), teamsters (7%), pipefitters (2%), ironworkers (6%), and millwrights and cement masons. This distribution of the work force is valid

during the peak period of August and September when there were substantial increases in the work force, especially tunnel and rock workers and carpenters.

Building intentions in the first six months, measured by permits issued, were constant in the residential field compared to 1975 in spite of inflated prices which raised the dollar value of the permits. In the other fields (commercial, industrial, institutional), new plans were beginning to lag compared to 1975 in the North-Central Labour Market Area, while in Skeena Labour Market Area there was improvement.

BUILDING PERMITS, NORTHERN B.C. January — June

		No. of Dwelling Units	Resi- dential	Values (\$000) Non- Resi- dential	Total
North-Central	1975	1,075	\$31,241	\$57,020	\$88,261
LMA	1976	1,134	\$31,149	\$52,682	\$89,831
Skeena LMA	1975	311	\$ 8,239	\$11,092	\$19,331
	1976	279	\$11,550	\$15,090	\$26,640

In other industries, employment trends are more difficult to assess. Labour management disputes affected employment in transportation through shutdowns on the BC Rail line and at airports and airlines. The series of work stoppages on the BCR did not affect Prince George as critically as some other communities such as Fort Nelson, Fort St. James, and Quesnel for whom the alternative of trucking products to the CNR was much less viable or impossible. Another important work stoppage occurred at Alcan's aluminum smelter in Kitimat where workers walked off the job illegally to protest AIB rollbacks of their January settlement. Retail trade and services employment benefited in the Skeena Labour Market Area from the opening of new restaurants and other service establishments, but these sectors generally presented a fairly flat employment picture if one ignores the normal seasonal trends.

An over-all summary of labour market activities in the area is provided by Canada Manpower's operational statistics, though it must be remembered that these reflect activities in only a certain

segment of the labour market. Job orders, both the total flow of orders received (vacancies notified) and the month-end stocks (vacancies registered) indicate little improvement in the First Quarter and some deterioration in the Second Quarter compared to the previous year. Clients registered without employment increased slightly for males but more significantly for females. The upturn in the forest industry may not result in increased job orders if firms recall their own staff. A poorer picture for students helped to increase client registrations. In spite of these considerations the figures must be taken as an indication of a recovery that has not yet spread beyond the basic industries.

OPERATIONAL STATISTICS QUARTERLY AVERAGES NORTH CENTRAL AREA

	1976		1975	
	Second Quarter	First Quarter	Second Quarter	First Quarter
Vacancies Notified	1,764	1,210	2,062	1,205
Vacancies Registered	777	508	806	455
Male Clients Registered (without employment)	11,429	9,223	11,051	8,632
Female Clients Registered (without employment)	7,903	6,760	6,219	5,212

In the Skeena and North-Central Labour Market Areas, the most important potential developments are associated with metallurgical coal deposits south and west of Dawson Creek. Development of these deposits, which could proceed in 1978, would not only require large numbers of workers in construction of the mines themselves but in constructing or upgrading new and existing transport facilities, such as a bulk loading terminal at Prince Rupert and the CNR and BCR lines and extensions. Possible construction developments, which would have significant temporary employment impacts if they proceed, are proposals for two pipelines. An oil pipeline from Kitimat to Edmonton and a gas pipeline along the Alaska Highway from Alaska to Alberta are being studied, with applications to be placed with the National Energy Board this year.

In the forest industry, prospects for growth are more limited than in the past as better yield areas have already been developed. Nonetheless, the completion of the BC Rail Dease Lake extension in 1978 can, coupled with a connecting CNR line north from Terrace, be expected to generate some new logging projects in the more northern areas. Other increases in logging and milling activity are anticipated in the Smithers, Houston, Vanderhoof, and Peace River areas, but rising productivity will forestall any major increase in employment. A chronic surplus of residual chips now being

generated by northern sawmills provide the basis for possible pulp mill expansions at Taylor, Vanderhoof, Quesnel, Prince George or Mackenzie.

Trade and services employment, which expanded strongly in the early half of the decade, appears to have "levelled-off" at least in the greater Prince George area. Some other areas, such as the Skeena Labour Market Area, may still find that these sectors are only just catching up to local demands. Expansion in coal mining and in the forest industry will be necessary to begin another period of growth in trade and services employment.

CMC WHITEHORSE

The year 1976 has been marked in the Yukon by major strikes in the territory's basic industry, mining. These work stoppages have had direct effects on transportation, employment and secondary effects on consumer-oriented trade and services firms. Service establishments experienced decreased summer tourist traffic compared to previous years, and the construction industry has not advanced beyond small home construction and a continuation of some on-going highway projects. Mineral exploration has been less active than last year, but the employment impacts of this activity are not great. Governments have been practicing restraint in their labour demands.

Job orders received each month at the Whitehorse Canada Manpower Centre were below comparable levels of the previous two years in both the First and Second Quarters. They were about 42 per cent below 1974 levels and some 18 per cent lower than in 1975, comparing the average of the first six months of each year. Vacancies registered (job orders still unfilled at month-ends) reflected a similar trend, though there was some improvement in comparison to the First Quarter of 1975.

AVERAGE VACANCIES REGISTERED CMC WHITEHORSE

	1976	1975	1974
First Quarter	77	56	125
Second Quarter	155	163	267
Third Quarter	90	212	239
Fourth Quarter		75	116
Annual		126	187

The number of persons registered without employment at CMC Whitehorse continued at or above the high levels established in 1975, with the First Quarter figures being some 19 per cent higher than those of the previous year. Females were a somewhat higher percentage of the registered clients compared to 1975; they accounted for 35 to 40 percent of registrations in the first half of this year and 32 to 33 per cent of registrations during the same period of last year. Male client registrations were actually smaller by some 11% in the Second Quarter compared to 1975.

AVERAGE CLIENTS REGISTERED WITHOUT EMPLOYMENT CMC WHITEHORSE

	1976	1975	1974
First Quarter	2377	1992	715
Second Quarter	2692	2693	1717
Third Quarter	1580	2275	991
Fourth Quarter		2027	1403
Annual		2247	1206

The Yukon LMA's mining industry featured five major labour disputes during the first three-quarters of the year. At the asbestos mine in Cassiar, B.C., 520 persons were on strike and about 80 others on lay-off for a period of nine and a half weeks from late June through August. At Cyprus Anvil's lead zinc mine in Faro, Y.T., there have been three work stoppages in 1976. A 10-day strike by the United Steelworkers in February and a 5-week strike by Office and Technical workers

during March and April, which was honoured by Steelworkers staying off the job, were conventional labour management disputes. Since July 30, however 480 Steelworkers and office staff have been on strike as a result of the Anti-Inflation Board's rollback of the agreements reached in the two earlier disputes. The Canada Labour Relations Board recently (mid-September) found the strike to be legal, and there is little prospect for an early settlement unless there is a change in the position of the A.I.B. Furthermore, winter weather could make the recommencement of operations extremely difficult. Two other important disputes were at United Keno Hill Mines in Elsa, Y.T., where some 190 persons were on strike for over 7 weeks, and at Whitehorse Copper where some 160 persons were on strike for over 8 weeks.

These two disputes ranged over the June to August and August to Sept. periods respectively.

One of the most obvious results of these work stoppages has been the exodus of some or, in certain cases, all of the millwrights or other skilled tradesmen from the shutdown operations. The most important secondary lay-offs have occurred in transportation. The White Pass & Yukon Corp. laid-off up to 250 persons due to the lack of mine-hauling business, and, at the time of writing, only a few of these employees have been called back.

AVERAGE EMPLOYMENT IN PRODUCING MINES YUKON TERRITORY

	1976	1975	1974
First Quarter	1239*	1320	1210
Second Quarter	1213*	1350	1121
Third Quarter	1343	1279	
Fourth Quarter		1319	1285
Annual		1333	1224

Source: D.I.N.A., Regional Mining Engineer

* Figures adjusted by District Economist, Manpower & Immigration, Prince George, to reflect labour-management disputes.

Exploration work and feasibility studies leading towards a production decision have been conducted on the Minto Copper property and the A.E.X. — Kerr Addison property, where some 30 million tons of economic lead-zinc ore have been outlined. Also, Mt. Nansen mines was employing some 15 persons in milling about 100 tons per day of high grade gold ore.

The construction sector began work on new or expanded buildings for the RCMP and CN Telephones, but little commercial work was undertaken as a result of uncertainty over the mining industry's situation. The Dempster and Carcross — Skagway highway projects, as well as reconstruction and improvements on the Alaska Highway found ample supplies of labour from re-hires and local sources. Residency in the territory before March 1, 1975 was a requirement for employment on the Carcross-Skagway road.

The trade and services sectors were adversely affected by both the mining industry situation and decreased tourist traffic. Some highway lodges may close during the winter. Demands for waiters/waitresses, clerks, tellers, and other unskilled or semi-skilled labour were easily met from local supplies.

In public administration, restraint was the order for federal positions while the Territory hired more than the usual number of clerical personnel, following a hiring freeze during the 1st quarter of 1976. Also, the Territorial Government has formed an independent service commission to supervise personnel matters.

Mines and government are the major employers in the Yukon and neither is likely to expand employment over the next year to year and a half. Little real growth in employment, and continuing high unemployment levels can therefore be expected over the next twelve to eighteen months.

WHAT DO WE KNOW ABOUT THE UNEMPLOYED?

by Dr. Roslyn Kunin*

INTRODUCTION

Unemployment is a little bit like the weather. Everybody talks about it, but nobody seems to know quite what to do about it. Also, like the weather, in the recent past it seems to be a lot worse than one would expect.

Given the nature and extent of the unemployment problem and its seriousness both for the economy as a whole and especially for the individuals directly affected, one might think that a great deal of information about unemployment in general and the unemployed in particular would be available on a routine basis. And, indeed, Statistics Canada does provide national, regional and some metro aggregates on the unemployed from their monthly revised labour force survey (RLFS). However, because this survey is based on a relatively small sample, it cannot provide reliable detail on the unemployed in sub-regional geographic divisions and/or in the various socio-demographic groups e.g., age-sex groups, occupational or industrial groups, long terms vs. short term unemployed, etc.

Since such information is of considerable interest and both necessary and useful in formulating economic and manpower policies, UIC Pacific Region has developed a system to tap the information available on unemployed claimants in its computer files and make this available to legitimate users.

In the remainder of this article, I shall explain the difference between UIC claimants and the unemployed as measured by Statistics Canada, indicate what kind of information is available from the UIC, why it is needed and how it can be used.

The information which can be provided falls into four main areas:

- 1) Unemployment rates
- 2) Numbers unemployed
- 3) Target populations of unemployed, and
- 4) Profiles of individual claimants.

Claimants vs Unemployment

The official measure of unemployment and the unemployed is derived from the RLFS. In the most simple terms, a person is considered as unemployed if he did not do any work for pay or profit

during the time period in question and was actively seeking work. (There are a few minor exceptions e.g. those on short term lay-offs, but these need not concern us here).

Not all the unemployed according to the above definition would become UIC claimants. The most notable case is new entrants to the labour force who had worked less than eight weeks during the past year and, therefore, would not be eligible for benefits. Also, unemployed would be claimants who had exhausted their rights to benefit without finding work. These are very few in number.

Many claimants would not be considered as unemployed e.g., those receiving sickness, maternity or retirement benefits and those who worked part of a week, but were eligible for benefits during the remainder.

These differences must be kept in mind when using UIC figures to represent the unemployed.

The basic source of UIC information is a computer file containing fairly detailed information on claimants. Since this file is the basis on which benefits are paid, it contains *all* claimants and not just a sample. The file is updated daily.

Information on claimants is confidential and their right to privacy must be respected. However, all information is available for internal UIC use and to the Department of Manpower and Immigration so that they may assist claimants in finding jobs.

Unemployment Rates

The RLFS produces unemployment rates by comparing the number unemployed (as defined above) to the number in the labour force (defined as the sum of the employed plus the unemployed). Because of the small sample size, they cannot provide unemployment rates for small areas such as labour market areas or electoral districts, nor can they provide unemployment rates by occupation and region.

To help fill these gaps, UIC — Pacific Region has developed proxy unemployment rates (UR's) These are called 'proxy' so that they will not be confused with the official rate issued by Statistics Canada.

* Dr. Kunin is the Regional Economic Advisor, Unemployment Insurance Commission, Pacific Region.

To get PUR's, one must first determine a measure of those claimants who would meet the Statistics Canada definition. Thus, all sickness, maternity and retirement claimants as well as those reporting any earnings, those disentitled for not seeking work, etc. are excluded. The resulting number is a minimum estimate of the unemployed mainly because new labour force entrants don't show up. This deficiency is most significant in the summer when young people tend to enter the labour force.

Once a measure of the unemployed is available, an estimate of the number employed can be obtained (usually from Manpower district economists or an econometric computer model such as COFOR) and unemployment rates calculated. These are actual rates, but they can be seasonally adjusted by methods similar to those used by Statistics Canada. Here a moving average of the differences between the monthly or quarterly observation and the long term annual trend is used to adjust the actual rates. For example, if the December unemployment rate has usually been 25% above the annual rate, an actual December unemployment of 10% would be seasonally adjusted to 8%.

Occupational unemployment rates and forecasts based upon them are particularly useful in planning for training needs, in careers counselling and in determining immigration needs. If an occupation is experiencing 15% unemployment and this is expected to continue, we should probably not be training in this occupation, nor inviting people to come to Canada to look for jobs in that occupation and we certainly should not be advising our young people to look on it as a long term career. On the other hand, where an occupation shows a continuing 2% unemployment rate, the opposite would probably be true.

Unemployment rates by small areas such as labour market areas and electoral districts are helpful for somewhat different reasons. They can be used in determining what level of manpower services will be required, in deciding how to allocate resources for programs such as LIP and for many other policy decisions that have had to be made on much less substantive evidence in the past.

Numbers Unemployed

Estimated unemployment rates can only be calculated where there is an estimate of either the

number employed or the total labour force. However, estimates of the numbers unemployed can be made for any location down to a city block or apartment building and for virtually any socio-demographic group (defined by age, sex, duration of unemployment, work history, wage level, etc.).

To-date numbers of unemployed have been produced primarily by community. Lists would show unemployed by each community in the region or in districts or show only those communities where unemployment is high.

Numbers of unemployed are useful in their own right in planning programs and services. They are also of particular use in the smaller, more isolated communities where conventional wisdom, to say nothing of local people, always maintained that unemployment was a serious problem.

Having a reliable indicator of the numbers unemployed can be extremely helpful in determining just how serious the unemployment problem is. It also pinpoints, to an extent never before possible, exactly where the unemployed are located and focuses attention on out-of-the-way pockets of unemployment that might otherwise escape notice. It is especially useful in planning and locating employment. Intensive projects for it not only shows where the need for jobs is greatest, but also indicates where an employer will find a large and ready labour supply.

Target Populations

UIC claimant files can be sorted on many different characteristics such as:

Name
Social Insurance Number
Address
Occupation
Age and Sex
Canada Manpower Centre
Postal Code
Last Employer
Insured Earning Levels

and many other variables most of which are for purposes of UI adjudications. Using all or any of the above characteristics, one can define target populations to meet almost any need. For example, if an employer requests an employment visa for a

person to come and work in a given occupation in a given area, it can easily be determined how many currently unemployed people there are who might meet his needs.

A listing of unemployed students in one location may indicate a need for a Student CMC and a description of long term unemployed females may be very helpful in setting up an equal opportunities for women program. Target populations of former trainees can be useful in comparing and evaluating various training programs. It goes without saying that information on target populations is used extensively by UIC managers in their day-to-day operations.

Claimant Profiles

The Claimant Profile provides an instant snapshot picture of a particular claimant at a particular point in time. A profile can be provided for any individual on claim or for any of the target populations as described above.

Each profile gives the claimant's name, complete address including postal code, sex, date of birth, dependency status, occupation in seven digits, last employer's code, CMC and UIC office, claim type, work history, etcetera as well as a great deal of claim history including benefits paid, duration on claim, a record of contact between UIC and/or CMC and the claimant and any resulting action.

The claimant profile is most useful for those dealing with the individual claimant.

People working in UIC offices find that access to the profiles provides an instant picture of the claimant and his claim and often eliminates the need to go to the time, trouble and expense of pulling bulky file folders. This means that better, faster, more efficient service can be provided to claimants.

For those claimants who are perhaps not entitled to any service, let alone the better, faster more efficient kind, claimant profiles have proved to be an extremely effective control tool useful in helping to determine legitimate entitlement as well as in detecting fraud. Given the total number of claimants, the cases of fraud are very few. When

one does arise, however, claimant profiles are sufficiently clearly written and sufficiently easily understood, that they can be used as evidence in court.

Claimant profiles are often useful to CMC counsellors who must sort through large numbers of claimants for referral to jobs, training, etc. An initial target population can be selected and claimant profiles drawn. If a large number of claimants is involved, the counsellor can quickly do an initial 'paper sort' of the claimants and call in to in-person interviews only the most likely candidates. The resulting time-savings will allow a much larger initial group to be sorted and can therefore, result in a better selection of people for referral to employers or programs. None of the counsellors time need be spent interviewing obviously unsuitable candidates. Instead the latter can be referred more directly to a more appropriate program and the claimants themselves are spared the frustration of unproductive interviews.

Claimant profiles are almost never used for planning, evaluation or research primarily because the same information, already aggregated, is available in the much more easily used form of summary statistics on target populations. A second reason is that the confidential nature of the information on a claimant profile limits its release to UI and M&I personnel.

However, for the relatively few cases where research does require individual claimant observations, special profiles may be produced in which information by which the claimant may be identified is suppressed; thus, one would get a print-out showing all the information required for research without revealing a name, address or social insurance number.

This article has attempted to provide a broad, general overview of the type of information which can be obtained from UIC data and to indicate at least some of the uses to which it has been and can be put.

For the sake of brevity and clarity, many technical details concerning definitions, output format and availability have not been mentioned. Readers wishing further information on these matters are advised to contact the writer.

Points of Service

CANADA MANPOWER CENTRES — PACIFIC REGION

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Ashcroft	402 Brink Street, P. O. Box 460	453-2221
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Chilliwack	115 Yale Road East, P. O. Box 367	792-1371
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Dawson Creek	1005 - 104th Avenue	782-5877
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Fort Nelson	2nd Floor, Sikinni Building, P. O. Box 596	774-2727
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Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
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Princeton	Federal Building, Bridge & Kinley Street	295-6951
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Vancouver	1747 E. Hastings Street	251-2421
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Vancouver	Vancouver Community College, Vancouver Vocational Institute, 250 West Pender St.	681-8111
Vancouver	Vancouver Community College, King Edward Centre, 2750 Oak Street	731-4614
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Dawson Creek	1005-104th Avenue, P.O. Box 237	782-5877
Douglas	P.O. Box 28 (via White Rock)	536-7671
Huntingdon	Huntingdon	853-5945
Kamloops	10th Floor, 235 First Avenue	374-2171
Kelowna	471 Queensway Avenue	763-8107
Kingsgate	Kingsgate	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	549 Columbia Street	521-6621
Osoyoos	R.R. No. 1	495-6545
Prince George	400 - 550 Victoria Street	562-5534
Prince Rupert	420 - 309 Second Ave. West	624-9675
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	2nd Floor, Sandwell Bldg., 1550 Alberni Street	683-8131
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Whitehorse	Rm. 205 Federal Building	667-4236

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District Economists:

Prince George	North Central Area Suite 408-550 Victoria Street	562-2161
Kamloops	Okanagan-Kootenays Area Suite 203-611 Lansdowne Street	372-2584
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MARCH 1977 (VOL. 10 No. 1)

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Pacific Manpower Review

March, 1977

**Department of Manpower and Immigration
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THE REGIONAL LABOUR MARKET

REVIEW AND OUTLOOK: SUMMARY

After severely depressed economic conditions in the first six months of 1976, employment in British Columbia rebounded, registering a 4 per cent year-over-year increase in the last half of the year. This growth was primarily the outcome of increased activity in the wood-producing industries from the extreme low levels experienced in 1975. In spite of this pick-up, the unemployment rate remained well in excess of historical levels as the labour force grew in line with the increased labour demand.

By year-end, renewed vigor in the Japanese economy plus a projected rise in United States housing starts had brightened B.C.'s prospects for a healthy recovery in 1977. This recovery was to be led by increased orders for the province's major exports, namely lumber, newsprint, coal and copper. However, recent weather conditions in the U.S. have resulted in significant setbacks to their own production and income levels, thereby threatening the recovery in B.C.

Another question mark regarding the province's economic prospects is the labour relations situation. Two major bargaining units, that of the construction industry and that of the forest industry, come up for contract renewals in 1977. Both are notorious for their inability to reach agreement without conflict. A prolonged shutdown in either of these industries would have dire effects on the entire economy.

On the basis that the American economy will fully recover from its slow start this year, and that no major shutdown will result from labour-management discord, the wood and mineral producing industries should provide a sufficiently stable economic base to sustain moderate employment growth in 1977.

EMPLOYMENT: REVIEW AND OUTLOOK

The B.C. economy appears to be suffering from a chronic excess supply of labour. In the first quarter of 1975, the unemployment rate jumped from an annual average of 6.2 per cent to 8.6 per cent and has been hovering at that level ever since. Some signs of relief came in October and November of 1976 when the seasonally adjusted rate dropped back to 7.3 per cent. This proved to be only a temporary phenomenon, as the labour surplus rebounded in the last month of the year and on into January 1977. Negligible improvement in this particular labour market indicator is expected in 1977.

This abnormally severe level of unemployment that has persisted over the last two years is the result of a larger than usual cyclical growth in the B.C. labour supply. Prior to 1975, a fairly consistent relationship could be observed between the level of economic activity and the unemployment rate. When employment grew at a rapid pace, the unemployment rate could be counted on to fall. For this reason, the unemployment rate proved to be a fairly reliable indicator of economic activity in the province at any point in time. Recently this has not been the case as the labour force has been adjusting more readily to meet any increased demand for labour, thereby allowing for little variation in the unemployment rate.

Because the unemployment rate reflects both the demand and the supply sides of the labour market, this indicator by itself is not always an adequate measure of the relative performance of any economy over time. A low unemployment rate can be equally consistent with a stagnant economy where job opportunities are so scarce that the unemployed give up looking for work (and therefore are not included in the official unemployment count), as with a buoyant economy where plentiful job opportunities absorb any surplus labour.

An alternative labour market measure that better isolates the demand side of the market is the employment rate (E/P) defined as the proportion of the working-age population who are employed. This rate, unlike the unemployment rate, is not affected by fluctuations in the labour force. The

following table shows an historical series of annual unemployment rates verses employment rates.

LABOUR MARKET INDICATORS BRITISH COLUMBIA

	Unemployment Rate (%)	Employment Rate (%)*
1970	7.7	54.2
1971	7.2	54.1
1972	7.9	54.3
1973	6.7	55.7
1974	6.2	56.8
1975	8.6	56.1
1976	8.6	56.2

**Percentage of Working Age Population employed*

It is interesting to note that although the employment rate for the slow growth years of 1975 and 1976 falls short of the 1974 cyclical peak, the unemployment rate in the past two years has remained at its highest level in recent history.

A graph best explains the reason for this apparent discrepancy. The following chart shows the relationship over time of quarterly employment rates to unemployment rates by sex. The pattern between the two male labour market indicators has remained fairly stable over time - the lower the employment rate, the higher the unemployment rate and vice versa. The relationship between the female employment rate and female unemployment rate has proven to be far less stable, particularly over the last two years. Female employment levels have been running at an all time high, yet female unemployment continues to increase.

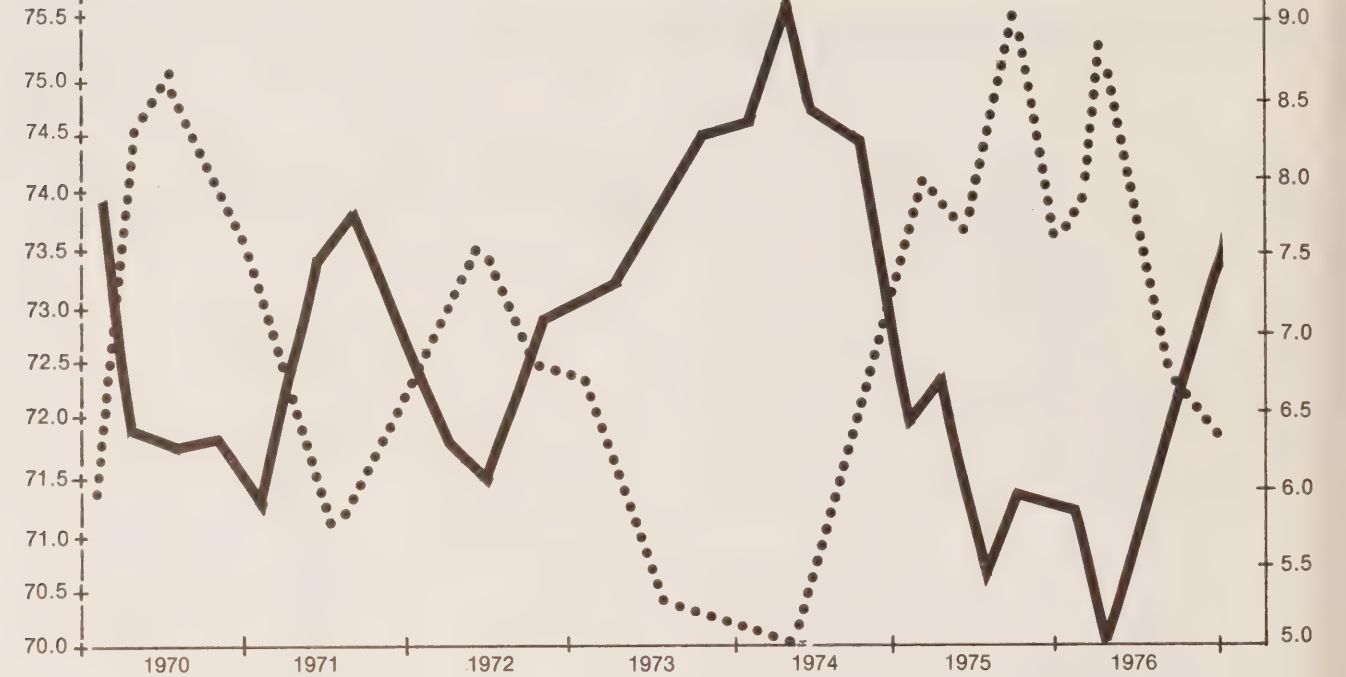
In spite of current large surpluses of female labour, more and more women join the labour force, pushing the overall unemployment rate up. This changed behaviour of women towards market work could reflect the changing role of women in society, or it could reflect the strain that inflation and unemployment has put on family budgets, inducing wives to seek gainful employment to supplement their husbands' income.

QUARTERLY EMPLOYMENT RATES AND UNEMPLOYMENT RATES BY SEX 1970 - 1976

EMPLOYMENT
RATE (%)

UNEMPLOYMEN
RATE (%)

..... Male Unemployment Rate
———— Male Employment Rate



EMPLOYMENT RATE (%)

UNEMPLOYMENT RATE (%)

..... Female Unemployment Rate
———— Female Employment Rate



This discussion is in no way intended to suggest that the relatively healthy employment rate of the last two years negates the unhealthy aspects of the B.C. economy as measured by the unemployment rate. What is meant to be pointed out is that both measures illuminate different labour market conditions and both should be considered to get a balanced view of relative economic performance. So in spite of projected high unemployment rates, particularly for women, the B.C. economy is expected to generate substantial growth in employment opportunities over 1977.

A look at the breakdown of employment by industry shows that the goods-producing sector provided the major stimulus to growth in 1976. This pattern rather than solely reflecting the strong and weak segments of the economy in 1976, is also picking up the effects of the industrial distortions of 1975. The year 1975 was one of extreme depression in the primary and secondary industries with the service-producing sectors still feeling the favourable tag-end effects of the 1973/74 economic boom. Below is a brief review and outlook for each major industry group.

AVERAGE EMPLOYMENT BY INDUSTRY BRITISH COLUMBIA

(Estimates in 000's)

	1976	1975	(%) Change
Primary Industries	63	58	8.6
Manufacturing	170	156	9.0
Construction	80	79	1.3
Total Goods Producing	313	294	6.5
Transportation, Communication & Other Utilities	110	106	3.8
Trade	195	195	-
Finance, Insurance & Real Estate	60	54	11.1
Community, Business & Personel Services	290	290	-
Public Administration	69	68	1.5
Total Service Producing	724	714	1.4
All Industries	1,038	1,009	2.9

Source: Labour Force Survey

The forest industry which is so vital to the well-being of the B.C. economy had a relatively good year in 1976 as improved world demand for housing and peaceful labour relations at home induced producers to operate at near full capacity. There has been much talk recently regarding the decline in the industry's competitive edge because of ever increasing costs. Inadequate modernization of equipment in coastal operations has resulted in outdated mills.

Crown Zellerbach recently announced a capital expenditure of \$125 million and MacMillan Bloedel is planning to spend \$450 million over five years to upgrade their coastal operations. This augurs well for the long term stability of the industry, but the 1977 prospects remain in doubt mainly because of the weather.

At home, the year began badly as the early spring thaw is hampering the logging side of the industry. Log shortages could result, forcing the mills to shut down later in the year. The U.S. housing demand, the barometer of the health of the lumber industry, has weakened because of severe winter weather. At year end, the B.C. industry had every reason for optimism as economists were projecting up to 2 million U.S. housing starts for 1977 (this is close to double the 1975 level). U.S. mortgage money was plentiful and American consumers were confident regarding their economic prospects. The loss in production and income caused by the freeze-up has changed all this, temporarily at least, as housing starts only reached a seasonally adjusted annual rate of 1.4 million in January. B.C. can only hope this slowdown is a kink rather than a turn about in the recovery of the American economy.

In 1976, the value of mineral production increased by 9 per cent over the 1975 level from \$1,364 million to an estimated \$1,486 million. Copper maintained its position as the prime revenue generator of the mining industry, with sales at \$397 million - representing 27 per cent of the total. Copper prices fluctuate with the world business cycle as half its use is accounted for by the electrical industry, which in turn depends on conditions in home building, the electric and

Employment: Review and Outlook (cont.)

telecommunication sector, and auto production. An anticipated strike this year against U.S. copper producers could have a favourable impact on prices, ultimately benefiting B.C. copper revenues.

VALUE OF B.C. MINERAL PRODUCTION

	1976*	1975	(%) Change
	(\$Million)		
Copper	396.8	331.6	20
Petroleum + Natural Gas	395.3	320.7	23
Coal	291.8	317.1	-8
Other	402.2	394.6	2
Total	1,486.1	1,364.0	9

*estimate

The petroleum and natural gas sectors had an exceptionally strong year in 1976 and with higher field prices for oil and gas in effect this year, record drilling levels are expected. Coal production faltered somewhat last year mainly because of major strikes at Fording Coal and Kaiser Resources. Coal however does remain the brightest hope for new economic development. At this point, the coal industry is awaiting a government decision on the financing of the infrastructure for the North-East Coal Development. Depending on the outcome, the construction industry could benefit by year end.

In 1976, manufacturing represented over 16 per cent of total employment, of which an estimated 4 out of 5 employees were involved in the manufacturing of primary goods, namely food, beverage, wood and metal products. Due to the rebound in the demand for forest products, the total value of manufactured goods improved by 21 per cent over the year and is expected to continue this upward trend. The main development in the metal processing sector is the Afton copper smelter which is scheduled to begin production sometime in 1977. This will provide some 350 extra jobs in the Kamloops area.

The construction industry had its share of problems in 1976 with a six week strike/lockout at peak production time plus a general slack in industrial and institutional projects. On the positive side, residential construction was up showing a 12 per cent rise in dwelling starts for urban B.C. Excess inventories of unsold dwellings however, have developed, meaning a slow start for residential construction this year.

Heading into 1977, other prospects for the construction industry are more promising; for instance, the upgrading of facilities planned by two of the major forest companies; the conditional licence issued to B.C. Hydro to begin construction on the \$1.2 billion Revelstoke dam project; government stimulation to the tune of \$61 million by the Federal Transport and Public Works Departments, and an increase in the Provincial Public Works and Road budget of \$61.5 million. The cloud on the horizon is the ever present labour unrest in the industry. After only being on the job for six months after the last union/management conflict, negotiations have already begun for a new contract.

The 'service-producing' industries such as transportation, finance, trade and tourism increased employment levels by only 1.4 per cent compared to the overall average employment growth of 2.9 per cent. The trade industry underwent a severe slump in the first six months of 1976 but did show considerable gains over the last half of the year in response to the rise in consumer's disposable income. The community, business and personal service sector of which tourism is the largest employer, suffered a decline as higher ferry rates and an over-valued Canadian dollar kept tourists away. A recovery in the U.S. economy plus improved conditions at home should provide the impetus for a better 1977.

In conclusion, on the assumption that the American economy will fully recover from its slow start this year, and that no major shut down will occur due to labour/management discord, the wood and mineral producing industries should provide a sufficiently stable economic base to sustain a moderate employment growth rate of 2.3 per cent in 1977.

LABOUR FORCE: REVIEW AND OUTLOOK

A slowdown in the working-age population increase, plus moderation in the upward trend of the participation rates of females have both contributed to a drop in the growth of the B.C. labour force from 4.8 per cent in 1975 to 2.9 per cent in 1976. The reduction in the working age population growth can be traced to two major sources: firstly, a decline in the inflow of immigrants from other countries and secondly, a tapering off, or perhaps even a reversal, in the customary net in-migration of persons from the rest of Canada.

The following table gives some indication of the fall off of the population inflow to B.C. over the past year.

INDICATORS OF POPULATION FLOWS		
	Immigrants Destined to B.C. ¹	Net Family Migration to B.C. ²
1974	34,481	3,736
1975	29,272	- 30
1976*	16,047	- 594

*First eleven months only
Source: 1. Immigration, Dept. of Manpower and Immigration
2. Dept. of Health and Welfare

The immigration figures can be explained by the increasingly restrictive immigration policy of the Federal Government on top of a decline in the proportion of total immigrants who choose B.C. as their destination. For example, in 1974 16 per cent of all new immigrants stated B.C. as their province of destination in contrast to 14 per cent in the first nine months of 1976.

Although the Family Allowance figures do not include individuals without dependent children, they do provide an indicator of the direction of Canadian inter-provincial migration. Recently, B.C. migrators have tended to flow to the prairies where employment opportunities are relatively buoyant. In 1976, B.C. lost a net of 1,313 families to the province of Alberta.

Combined with this slowdown in working-age population growth, is a tapering off of the upward trend of females participating in the labour force. Between 1971 and 1975, the proportion of females in the job market increased by an average of 1.5 percentage points per year. Between 1975 and 1976, the increase was only ½ of 1 percentage point with the 15-24 age group's participation actually declining.

PARTICIPATION RATES (%) BY AGE GROUP AND SEX

	Male		Female	
	1976	1975	1976	1975
All Ages	77.7	77.6	45.7	45.2
15-19	58.1	58.1	53.0	54.9
20-24	86.2	85.6	65.6	67.9
25-34	96.3	95.0	56.4	53.8
35-44	97.1	96.4	54.7	54.9
45-54	92.9	93.7	51.9	48.0
55-64	71.9	75.1	29.8	28.6

Source: Labour Force Survey

The slowdown in women's increasing participation is likely the repercussion of very slow growth in the demand for skills in which females traditionally have specialized. For example, the number of jobs available for clerical workers fell by 3 per cent in 1976; 36 per cent of the total female labour force are categorized as 'clerical' compared to 5% of the total male labour force. At the other extreme, employment in the 'primary' occupations grew by 12 per cent over the year; 7 per cent of the male labour force compared to 2 per cent of the female labour force are considered in primary occupations. The following table outlines the 1976 occupational distribution of the labour force by sex, alongside an indicator of occupational demands.

LABOUR FORCE DISTRIBUTION BY OCCUPATION BRITISH COLUMBIA

	Employment	Labour Force Distribution	
	Growth (%) 1976/1975	Male (%)	Female(%)
Managerial, Etc.	3	19	22
Clerical	3	5	36
Sales	-	12	12
Service	1	10	21
Primary	12	7	2
Processing	7	20	4
Construction	6	14	-
Transportation	4	7	-
Material Handling	5	6	2
All occupations	3	100	100

Source: Labour Force Survey

As a result of the depressed demand conditions in the female's traditional fields, the gap between the male and female unemployment rates widened in 1976 and is expected to continue to do so as more and more women seek gainful employment.

UNEMPLOYMENT RATES (%) BRITISH COLUMBIA, BY SEX

	1976	1975	1974
Both Sexes	8.6	8.5	6.2
Male	7.4	8.0	5.7
Female	10.5	9.4	7.1

Source: Labour Force Survey

Many labour market analysts use the unemployment rate as a measure of economic hardship suffered by the community. But judgements as to what constitutes hardship arising from unemployment and how unemployment should be defined,

vary radically. In order to be considered officially unemployed in Canada, an individual must be without employment and actively seeking work.

This figure, according to some, will understate the unemployment level because of the exclusion of 'discouraged workers' (those unemployed who have given up actively looking for work because of lack of job opportunities). It will also exclude persons who are 'underemployed' or working part-time because full-time work is not available. Others feel that when measuring the hardship arising from unemployment, it is inappropriate to put equal weights on all the unemployed; an unemployed head of family, sole supporter of a household, will suffer much greater hardship than the unemployed wife whose husband is working. Similarly, hardship will vary according to the duration of unemployment. Below is a table of various unemployment rates according to different definitions of what constitutes unemployment. Comparisons of these rates are made between 1975 and 1976.

BRITISH COLUMBIA SELECTED MEASURES OF UNEMPLOYMENT 'HARDSHIP RATES' (%)

	1976	1975
Only persons unemployed for 14 weeks or over	2.8	2.2
Only unemployed Heads of Family	6.3	N.A.
Persons unemployed and looking for work (conventional measure)	8.6	8.6
Persons unemployed plus those employed only part-time due to non-availability of full-time work.	10.6	10.6
Persons unemployed plus those not in the labour force because lost job or were laid off	12.5	11.6

Source: Labour Force Survey

OCCUPATIONAL DEVELOPMENTS

CANADIAN OCCUPATIONAL FORECASTING PROGRAM (COFOR)

A recently issued Departmental publication contains forecasts of occupational requirements of 1982 for B. C. plus summary tables for Canada and other provinces. Similar publications contain detailed data for Canada and other provinces.

Covered in the B. C. forecasts are 390 of the 500 occupational groups in the Canadian Classification and Dictionary of Occupations (CCDO) classification system. These are the occupations not requiring an extensive post-secondary education. A later publication will extend coverage to all occupational groups when a series of studies on highly qualified manpower are complete.

According to the forecasts, in non-post-secondary occupations approximately 1,371,000 new jobs will be created in Canada between 1974 and 1982. Of that total B. C. is expected to account for 180,950 during the period. An additional 1,829,000 jobs in Canada will be derived from the need to replace workers who leave the labour force. In B. C. 196,500 jobs from that source are expected between 1974 and 1982.

Although most of the 390 occupations covered by these forecasts do not require university education many do require on-the-job training, apprenticeship or specific vocational preparation. The strongest demand is expected in sales, service and clerical occupations. Construction trades show a strong demand but less than that experienced in the recent past. Occupations in primary agriculture, fishing, forestry and mining show the weakest growth but new developments especially in coal mining could alter the situation.

Copies of COFOR publications may be obtained at \$2.50 per copy from the following address:
Department of Supply and Services
Printing and Publishing Division
270 Albert Street — 4th Floor
OTTAWA, Ontario.

Listed below are the available publications in the series with catalogue numbers to specify when ordering.

No. 1	Canada	MP52-3/1975
No. 2	British Columbia	MP52-3/1975-2
No. 3	Alberta	MP52-3/1975-3
No. 4	Saskatchewan	MP52-3/1975-4
No. 5	Manitoba	MP52-3/1975-5
No. 6	Prairies	MP52-3/1975-6
No. 7	Ontario	MP52-3/1975-7
No. 8	Quebec	MP52-3/1975-8
No. 9	New Brunswick	MP52-3/1975-9
No. 10	Nova Scotia	MP52-3/1975-10
No. 11	Prince Edward Island	MP52-3/1975-11
No. 12	Newfoundland	MP52-3/1975-12
No. 13	Atlantic	MP52-3/1975-13

FORWARD OCCUPATIONAL IMBALANCE LISTING (F.O.I.L.) PACIFIC REGION

FOIL provides short-term forecasts (two years) of manpower surpluses and shortages, an essential element in any active manpower policy. This information aids in adapting placement, counselling, training, mobility and job creation programs to labour market imbalances. Through use of FOIL data on a national basis immigrants may be counselled on destinations in Canada where job opportunities are greatest.

The Regional Economic Services Branch, the Employer Services Branch, the Executive and Professional Division and Area Manpower Planning Committees add their specialized knowledge of local labour markets to a common data base of occupational supply, demand and future growth rate indicators. Indicators are obtained from the Job Vacancy Survey, Unemployment Insurance data, Canada Manpower Centre client and vacancy data plus Canadian Occupational Forecasting Program (COFOR) employment and growth estimates. The imbalances identified and the rankings assigned to them are comparable throughout Canada.

All regional results are reviewed by the Occupational Forecasts Division of the Economic Analysis and Forecasts Branch at National Headquarters. The whole is then integrated into a national publication which is produced four times a year at the end of January, April, July and October.

Ratings and Their Interpretations

Most occupational groups have some shortages or surpluses of manpower from time to time. The FOIL process is designed to identify those cases which

are likely to create serious problems for workers or employers over the next two years.

Occupations which are expected to have more workers than demanded are defined by the term "Manpower Surplus", while those with fewer workers than demanded are defined by the term "Manpower Requirement". Both classifications are assigned degrees of severity in terms of "Light", "Moderate", and "Extreme". Abbreviations for the six possible imbalance situations that result are:

- RL — Manpower Requirement, Light
- RM — Manpower Requirement, Moderate
- RE — Manpower Requirement, Extreme
- SL — Manpower Surplus, Light
- SM — Manpower Surplus, Moderate
- SE — Manpower Surplus, Extreme

The omission of an entry for an occupation implies an expected "balance" between the supply of and the demand for workers. Shortages and surpluses may coexist in an occupation. These situations may arise from mobility problems, differentials in skills offered and skills demanded or from high turnover in an occupation.

Since the last Pacific Manpower Review, the Forward Occupational Imbalance Listing has had two revisions. Information derived from the January 31, 1977 quarterly revision appears in the following tables.

For highly qualified manpower, almost all existing vacancies are for experienced individuals. In the skilled trades "Manpower Requirement" shows up more in those occupations where long apprenticeship training is necessary.

Forward Occupational Imbalance Listing — Pacific Region (Fourth Quarter, 1976)

Managerial, Administrative and Related Occupations

Financial Management Occupations	RL	For experienced individuals
Sales & Advertising Management Occupations	SM	
Purchasing Management Occupations	SM	
Services Management Occupations	SM	
Management Occupations, Construction	SL	A few shortages of highly qualified
Construction Superintendents	RL	
Management Occupations, Transport & Communications	SM	
Occupations in Management, NEC*	SE	

Occupations in Natural Sciences, Engineering and Mathematics

Chemists	SM	Some vacancies for highly qualified
Geologists and Related	SM	
Physical Sciences, Technologists & Technicians	SM	
Agriculturalists	SM	
Biologists	SM	
Life Sciences, Technologists & Technicians	SM	
Occupations in Life Sciences, NEC*	SM	
Architects	SM	
Chemical Engineers	SM	
Civil Engineers	RL	For senior personnel, no demand for juniors
Electrical Engineers	RL	Experienced only
Industrial Engineers	SE	
Mechanical Engineers	SM	
Surveyors	SL	Experienced only are RL
Draughtsmen	RL	
Architectural Draughtsmen	SM	
Electrical Draughtsmen	RL	
Heat & Vent Draughtsmen	RL	
Mechanical Draughtsmen	SM	
Industrial Engineer Technologists	SE	
Industrial Engineer Technicians	SE	
Systems Analysts	RM	
Systems Analysts, Business	RM	Vacancies at Senior levels
Programmers, Business	RM	Vacancies at Senior levels

Occupations in Social Sciences and Related Trades

Social Workers	SM
Welfare & Community Services	SE
Librarians, Archivists	SM
Educational & Vocational Counsellors	SE

*Not elsewhere classified

Forward Occupational Imbalance Listings — Pacific Region (Fourth Quarter, 1976)

Teaching and Related Occupations

University Teachers, NEC*	SE
Graduate Assistants	SE
Elementary & Kindergarten Teachers	SE RL North Central
Secondary School Teachers	SE RL North Central
Community College Teachers	SM

Occupations in Medicine and Health

Nurses, Graduate	SL SM Vancouver Island
Therapists	RL
Occupational Therapists	RL Increasing demand
Physio. Therapists	RL Balance South Vancouver Island
Speech Therapists	RL RM Metro Vancouver
Pharmacists	SM Very few positions for recent graduates
Dieticians, Nutritionists	SL
Diagnostic Radiology Technicians	SL
Medical Laboratory Technologists & Technicians	SM
Dental Hygienists, Assistants & Technicians	RM SL South Vancouver Island and some Okanagan-Kootenays locations

Clerical and Related Occupations

Secretaries, Stenographers	SL SM Okanagan-Kootenays, SL South Vancouver Island and North Central
Typists, Clerk Typists	SM SL Metro Vancouver
Bookkeepers	SL SM Okanagan-Kootenays
Tellers	SM SE Okanagan-Kootenays. Low wages, high turnover, increasing automation
Cashiers	SM SM in North Central for high wage unionized grocery clerks
Stock Clerks	SM SE Metro Vancouver
Receptionists	SM
Collectors	SM High turnover
Hotel Clerks	SM
General Office Clerks	SE

Sales Occupations

Technical Salesmen	RL For certain specialties
Salesmen, Commodities	SL SM South Vancouver Island
Sales Clerks, Commodities	SM
Service Station Attendants	SM Increasing surplus with increase of self serve

*Not elsewhere classified

Forward Occupational Imbalance Listing — Pacific Region (Fourth Quarter, 1976)

Service Occupations

Chefs & Cooks	SL	SM for Metro Vancouver
Cooks, Specialty Foods	RL	
Bartenders	SM	
Waiters, Food & Beverage	SM	SM Vancouver Island and Metro. Some areas RL around Kamloops, Williams Lake
Barbers/Hairdressers	RL	Requirements Province-wide except South Vancouver Island where SL persists. RM North Central
Hostesses, Stewards	SL	Cutbacks in airlines and ferry services expected

Forestry and Logging Occupations

Timber Cutting & Related	RM	Improving lumber market, gradual demand increase
Log Inspecting	RL	SL North Central and Okanagan-Kootenays
Log Hoisting	RL	RM in North Vancouver Island

Mining, Quarrying, including Oil and Gas Field Occupations

Other Drilling	SL	B.C. mining and gas drilling recovery leading to declining unemployment
Blasting Occupations	SL	
Mining & Quarrying; Cutting, Handling & Loading	RL	Demand expected to increase as mining activity recovers
Fire Bosses	RM	
Miners, All-round	RM	Shortages persist in Okanagan-Kootenay coal mines

Processing Occupations

Moulding	RL	Chronic shortages of highly skilled because of few apprentices
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Machining and Related Occupations

Tool and Die-Making	RL	Specialties required
Machinists	SL	RL Okanagan-Kootenay and North Central
Sheet Metal Workers	RL	
Welding	SM	SE Metro Vancouver
Welder-Fitters	RL	Chronic shortages at Fernie
Boilermakers	SM	SE Metro as shipyard activity reduced
Boilermakers, Erection & Repair	RL	Demand in Okanagan-Kootenays

**Forward Occupational Imbalance Listing — Pacific Region
(Fourth Quarter, 1976)**

Product Fabricating, Assembling and Repairing

Electricians, Maintenance	RL	Requirements concentrated in isolated areas North Vancouver Island
Cabinetmakers & Wood Furniture Makers	SL	Surpluses mainly in Metro Vancouver
Industrial, Farm & Construction Machinery Repair	RM	Chronic shortages in isolated areas North Vancouver Island and in Okanagan-Kootenay coal mines
Millwrights	RM	
Construction Equipment Mechanics	RM	
Diesel Mechanics	RM	
Precision Instrument Repairers	RL	
Marine Craft Fabricators	SL	SM Metro Vancouver
Painters & Decorators	SM	

Construction Trades Occupations

Excavating & Grading	SL	Seasonal
Power Shovel Operators	RL	
Dragline Operators	RL	Demand will increase for high skill operators depending on mining and mining construction
Paving, Surfacing	SL	
Power Linemen	RM	Postponed projects of last year now being implemented
Construction Electricians	SL	RL North Central
Carpenters and Related Occupations	SM	RL for non-union housing carpenters. Maintenance men and specialties for hydro construction projects also required
Masons	SL	Surplus mainly of helpers
Concrete Finishing	SL	Current SL will moderate with increasing demand for skilled tradesmen for dam projects
Painters	SL	
Insulating Occupations	RL	
Roofers	SM	Highly seasonal, RM summer months
Pipefitting, Plumbing	SL	RL North Central, isolated areas North Vancouver Island. RL maintenance region-wide
Plumbers	SL	RL North Central, Okanagan-Kootenays and North Vancouver Island
Structural Metal Erectors	SL	No long-term projects except possible railway building
Glaziers	SM	

Transport Equipment Operating Occupations

Deck Crew, Ship	SE	
Engine Crew, Ship	SM	
Truck Drivers	SM	Slight increase in demand in North Central but SM persists

Material Handling and Related Occupations

Hoisting Occupations	SL	RM Whirly Crane operators
Longshoremen	SM	Union seniority and lack of mobility

Other Crafts and Equipment Operating Occupations

Power Station Operators	RL	
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MAJOR COLLECTIVE AGREEMENTS EXPIRING IN 1977

Source: B.C. Ministry of Labour

EMPLOYER OR BARGAINING AGENCY	UNION	INDUSTRY	EMPLOYEES COVERED
January			
Government of Canada	P.S.A.C. Ships Crew Group	Misc. Services	537
Government of Canada	P.S.A.C. General Labour and Trades (Non-supervisory)	Misc. Services	1337
Government of Canada	P.S.A.C. General Labour and Trades (Supervisory)	Misc. Services	1676
Metal Industries Ass'n. (Fabricators and Foundries)	Steelworkers, Several Locals	Metals	1800
February			
C.P. Airlines	C.B.R.T. Local 707	Transportation	600
B.C. Roadbuilders	Labourers, Locals 168, 602, 1070 & 1093	Construction	1500
B.C. Roadbuilders	Operating Engineers, Local 115	Construction	3000
B.C. Roadbuilders	Teamsters, Local 213	Construction	1500
Hotel Vancouver (Hilton)	C.B.R.T., Local 275	Misc. Services	500
Hudson's Bay (Victoria)	Retail Clerks, Local 1518	Trade	525
March			
B.C. Food Industry Labour Relations Council	Food and Allied Workers, Local 212	Food and Beverage	700
B.C. Food Industry Labour Relations Council	Retail Clerks, Local 1518	Food and Beverage	3600
B.C. Hydro	I.B.E.W., Local 258	Communications	2500
U.B.C.	C.U.P.E., Local 116	Education	1500
Vancouver Car Dealers Ass'n.	Machinists, Lodge 1857	Trade	700
April			
Lenkurt Electric	I.B.E.W., Local 264	Electrical Products	675
Fisheries Association of B.C. (Cannery)	Native Brotherhood of B.C.	Food and Beverage	1000
Fisheries Association of B.C. (Cannery)	United Fishermen	Food and Beverage	3000
Fisheries Association of B.C. (Fresh Fish and Cold Storage)	United Fishermen	Food and Beverage	1500
Cominco (Trail, Kimberley, Salmo)	Steelworkers, Locals 480, 651, 901	Mining	4600
C.L.R.A.	Boilermakers, Local 359	Construction	600

Major Collective Agreements (cont.)

EMPLOYER OR BARGAINING AGENCY	UNION	INDUSTRY	EMPLOYEES COVERED
C.L.R.A.	Bricklayers, Local 1	Construction	600
C.L.R.A.	Carpenters, Prov. Council, 27 Locals	Construction	9000
C.L.R.A.	I.B.E.W., Several Locals	Construction	2450
C.L.R.A.	Ironworkers, Local 97	Construction	1400
C.L.R.A.	Labourers, Locals 168, 602, 1070, 1093	Construction	4725
C.L.R.A.	Operating Engineers, Local 115	Construction	3000
C.L.R.A.	Painters, 6 Locals	Construction	1500
C.L.R.A.	Plasterers, Local 919	Construction	500
C.L.R.A.	Plumbers, Local 170	Construction	2500
C.L.R.A.	Sheet Metal Workers, Local 280	Construction	1600
C.L.R.A.	Sheet Metal Workers (Roofers), Local 280	Construction	600
C.L.R.A.	Teamsters, Local 213	Construction	1200
May			
C.P. Airlines	Machinists, Lodge 764	Transportation	1730
B.C. Printing Firms	Graphic Arts, Local 210	Misc. Manufacturing	618
Kelly Douglas	Canadian Allied Manufacturers Wholesale and Retail	Trade	1200
June			
White Spot (Retail)	Food and Associated Services	Food and Beverage	1250
Forest Industrial Relations (Coast Master)	I.W.A., Several Locals	Wood	28000
Independent Forest Companies (Coast)	I.W.A., Several Locals	Wood	2500
Government of Canada	Letter Carriers	Communications	2486
Government of Canada	Postal Workers	Communications	2403
Pulp and Paper Industrial Relations Bureau	Canadian Paperworkers, Several Locals	Wood	7200
Pulp and Paper Industrial Relations Bureau	Pulp, Paper and Woodworkers, Several Locals	Wood	5500
Southern Interior Forest Labour Relations Ass'n.	I.W.A., Locals 1-405, 1-417, 1-423	Wood	6000
July			
Government of British Columbia	B.C.G.E.U. Master Agreement	Misc. Services	37135

EMPLOYER OR BARGAINING AGENCY	UNION	INDUSTRY	EMPLOYEES COVERED
B.C. Hydro (Urban Transit)	Transit Union, Locals 101 - 134 and 109	Transportation	2500
B.C. Railway	Maintenance of Way, Locals 215, 221 and 252	Transportation	1057
B.C. Railway	Plumbers, Local 170 (Shopcraft) Railway Carmen, Local 30 and 1419	Transportation	540
C.P. Airlines	Flight Attendants	Transportation	601
August			
B.C. Hydro (Gas)	I.B.E.W., Local 213	Communications	611
Bulkley Valley Forest Industries	I.W.A., Local 1-424	Wood	1200
North Cariboo Forest Labour Relations Association	I.W.A., Local 1-424	Wood	2210
Weldwood of Canada	I.W.A., Local 1-424	Wood	547
September			
Canadian Forest Products	I.W.A., Local 1-424	Wood	523
Council of Marine Carriers	C.B.R.T., Local 400	Transportation	650
Council of Marine Carriers	Merchant Services	Transportation	800
October			
Alcan Smelters and Chemicals	CASAW, Local 1	Metals	1719
Pacific Press	Newspaper Guild, Local 115	Misc. Manufacturing	741
December			
B.C. School Trustees Ass'n.	B.C. Teachers' Federation	Education	28415
Building Supply Agreement	Teamsters, Local 213 Operating Engineers Local 115	Trade	1200
C.N.R.	Non-Operating Unions	Transportation	1750
C.P.R.	Maintenance of Way	Transportation	550
C.P.R.	Railway Carmen	Transportation	500
C.P.R.	Transportation Union	Transportation	1230
Columbia Hydro Constructors	26 Unions	Construction	2750
Health Labour Relations Ass'n.	Health Sciences Ass'n.	Misc. Services	2300
Health Labour Relations Ass'n.	Hospital Employees, Local 180	Misc. Services	8300
Health Labour Relations Ass'n.	Registered Nurses	Misc. Services	10000
Transport Labour Relations (Master Freight and Cartage)	Teamsters, Locals 31 & 213	Transportation	4500

MINIMUM WAGE RATES

General Minimum Hourly Rates For Adult Workers*

Federal	\$2.90 effective April 1, 1976
Alberta	\$2.75 effective March 1, 1976
British Columbia	\$3.00 effective June 1, 1976
Manitoba	\$2.95 effective September 1, 1976
New Brunswick	\$2.80 effective November 1, 1976
Newfoundland	\$2.50 effective January 1, 1976
Nova Scotia	\$2.75 effective January 1, 1977
Ontario	\$2.65 effective March 15, 1976
Prince Edward Island	\$2.50 effective July 1, 1976
Quebec	\$3.00 effective January 1, 1977
Saskatchewan	\$3.00 effective January 1, 1977
Northwest Territories	\$3.00 effective June 7, 1976
Yukon Territory	\$3.00 effective April 1, 1976

*In force at January 1, 1977.

Source: B.C. ministry of Labour.

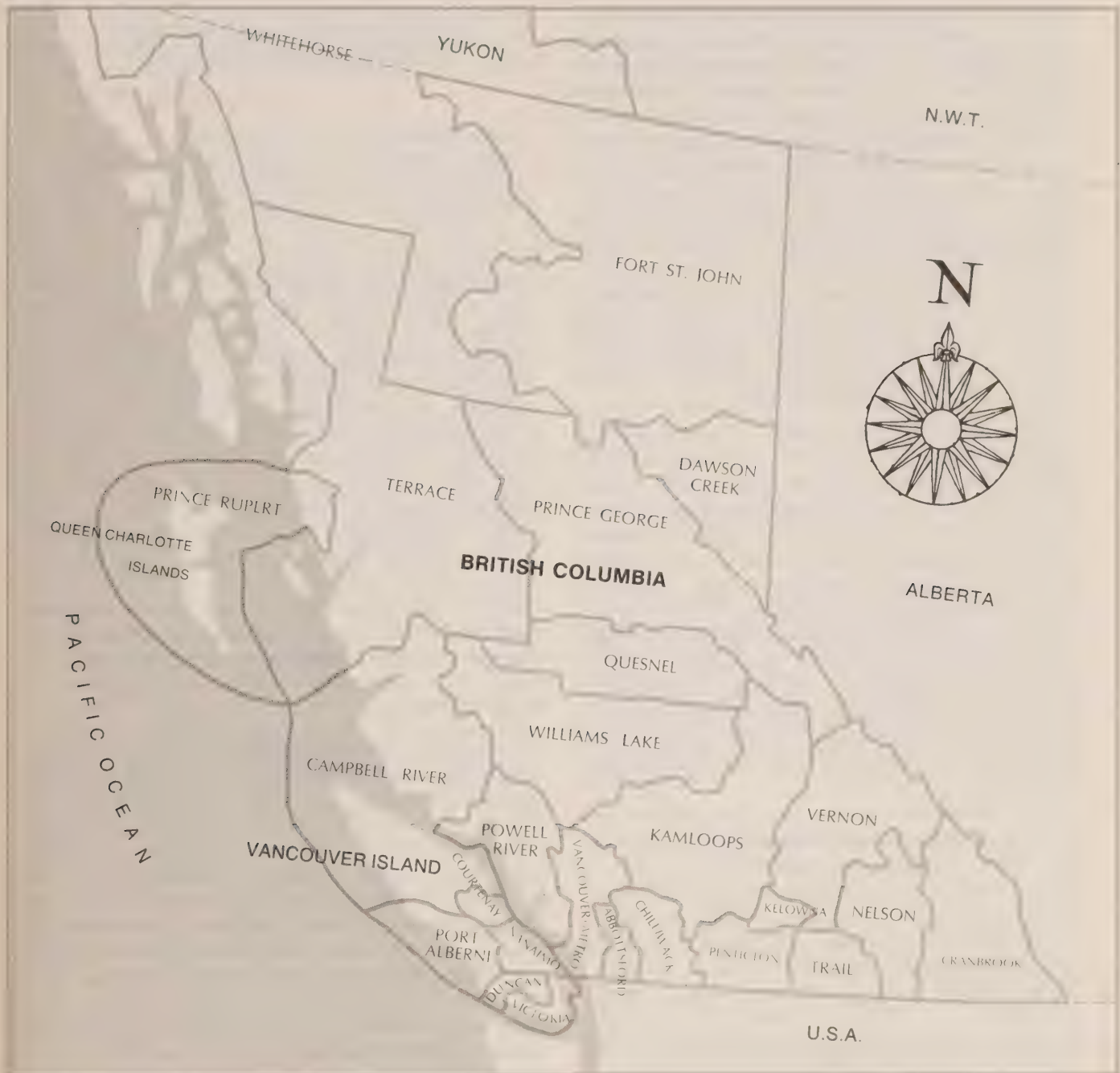
Minimum Hourly Wage Rates For Workers Under 18 Years Of Age

Federal*	\$2.65 effective April 1, 1976
Alberta**	\$2.60 effective March 1, 1976
British Columbia	\$2.60 effective June 1, 1976
Manitoba	\$2.70 effective September 1, 1976
New Brunswick	No youth minimum wage in effect
Newfoundland	Minimum wage does not apply to workers under 16
Nova Scotia	\$2.50 effective January 1, 1977
Ontario***	\$2.15 effective March 15, 1976
Prince Edward Island	\$2.20 effective July 1, 1976
Quebec	\$2.80 effective January 1, 1977
Saskatchewan	No youth minimum in effect
Northwest Territories*	\$2.55 effective June 7, 1976
Yukon Territory	No youth minimum wage in effect

* Applies to workers under 17 years of age. ** Student rate set at \$2.25 on March 1, 1976.

*** Applies to students under 18 years of age whose weekly hours are not in excess of 28 hours or those employed during a school holiday.

CANADA MANPOWER CENTRES PACIFIC REGION



CANADA MANPOWER CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon, Williams Lake

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Langley, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria

KAMLOOPS: Dawson Creek, Kamloops, Kelowna, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

During 1976, the economy of the Metro Vancouver Area generated only one additional job for every four created in the rest of British Columbia. Through the first three quarters of 1976, employment growth in the Metro Area was stifled by labour disputes, disappointing levels of tourist traffic, and by secondary effects of the protracted downturn in the province's export-oriented industries. Moderate recovery of the forestry and wood products industries late in the year was the source of some optimism, but the employment impact on the diversified economy of the Metro Vancouver Area was relatively minor. Average employment in the Area during 1976 increased by less than 1 per cent over 1975 levels; fewer than 6,000 additional jobs were created.

The extremely slow growth of employment opportunities appears to have had a dampening effect on the growth of the supply of labour. Migration to the Metro Vancouver Area dropped sharply, and out-migration increased, thereby slowing the growth of the working age population. This slower growth combined with slight increases in employment levels are reflected in the improved *employment rates* estimated for the last two quarters of 1976. (The employment rate is simply the proportion of the working age population which is employed.) Unfortunately, much of this apparent improvement stems from reduced population growth, rather than from employment increases.

AVERAGE EMPLOYMENT RATES (%) VANCOUVER CMA*

	1976	1975
First Quarter	57.3	57.8
Second Quarter	58.7	60.4
Third Quarter	60.6	59.8
Fourth Quarter	58.8	58.0
Annual	58.9	59.0

Source: Derived from Labour Force Survey

*Census Metropolitan Area

The very slow growth of employment in the Metro Vancouver Area also had a strong impact on the operations of local Canada Manpower Centres (CMC's). Fewer new jobs and reduced turnover among the employed cut the numbers of job vacancies notified to Area CMC's to the lowest levels experienced in the last five years. The average stock of unemployed clients available to fill these jobs exceeded the very high levels reported in 1975.

TOTAL JOB VACANCIES NOTIFIED TO METRO VANCOUVER CMC'S

	1976	1975	(%) Change
First Quarter	11,178	11,884	- 5.9
Second Quarter	14,579	20,427	-28.6
Third Quarter	14,968	16,707	-10.4
Fourth Quarter	13,345	16,587	-19.5
Annual	54,070	65,605	-17.6

Slow employment growth dominates the outlook for the economy of the Metro Vancouver Area during 1977. Improved conditions in the export-oriented industries should provide considerable impetus to employment growth, but the outlook is clouded by impending collective bargaining affecting a record number of unionized workers. Although only slow employment growth is expected, this need not lead to rapid increases in unemployment. As was illustrated in 1976, growth of the labour force seems to respond to changes in employment opportunities with reduced net migration and with stabilization of participation rates. Thus, slower labour force growth is also projected, and unemployment is expected to remain near levels established in the last year.

EMPLOYMENT

Much of the growth differential noted between the Metro Vancouver Area and the rest of the province can be attributed to the industrial concentration of the recent recession and of the current recovery. The recession in the export-oriented industries had minor direct impact and delayed indirect impacts on employment in the diversified economy of the Metro Area through the first months of the recession. The large local service sector provided considerable insulation from the employment impacts of the downturn - and is now insulating the local economy from the immediate effects of improvements in export markets.

Manufacturing employment in the Metro Area improved during the last half of 1976, and pulled average annual employment in this sector to a gain of about 1 per cent over the depressed levels of 1975. Employment at local saw, shingle, and planer mills increased by over 20 per cent in 1976. However, reduced activity at local machine shops, plants fabricating structural metals, and at local shipyards offset most of the employment gains recorded by these mills. The short-term outlook for employment manufacturing now seems limited to gradual recovery toward levels reported in

1973 and 1974. This recovery depends heavily upon demands generated by renewed activity in wood products manufacturing and in mining throughout the province.

The short-term outlook for employment in the *construction industry* is less promising. Six major office and office-retail complexes were completed in 1976, and another five office towers and one large retail complex are scheduled for completion in 1977. The employment impact of completion of these projects is not expected to be offset by new construction projects until existing excess capacity available is reduced. The amount of vacant space available virtually prohibits a new round of office construction this year. The short-term outlook for residential construction employment faces a similar constraint, with a relatively large inventory of newly completed and unoccupied dwelling units now on the market. The outlook for employment in this sector is clouded further by the expiry of the major construction trades' collective agreements at the end of April.

Construction employment in 1976 was restrained by these same factors. A strike in July and August cut third quarter employment to about 75 per cent of the employment levels reported in the same quarter of 1975. The restraint of excess space available also was evident throughout the year. The combined effects resulted in no growth of employment in this sector over levels reported in 1975, in spite of a mild improvement in the last quarter of 1976.

The *transportation, communications, and other utilities* sector provided approximately one thousand more jobs in 1976 than it did a year earlier. This mild recovery was concentrated in the *transportation* sector, which was directly affected by improvements in the resource industries throughout the province. Improvements were not noted until mid-year; average annual employment increased by less than one per cent. The short term outlook for employment in this sector is favourable, simply because of the close link with the resource industries which are currently expanding. However, impending contract negotiations in the transportation sector itself and in major industries served by this sector could severely limit the potential employment growth for most of 1977.

Preliminary estimates for the first ten months of 1977 show an increase of only 10.7 per cent in dollar sales by retail outlets in the Vancouver

Census Metropolitan Area (CMA). Adjustment for price increases would wipe out most of this apparent improvement, and would indicate negative changes in real sales by department stores, combination stores (groceries and meat) and by several types of specialty shops. The negative employment impact of disappointing sales volumes offset most of the impact of increases in the numbers of retail units. Employment in this sector in 1976 increased only very slightly over 1975 levels. Increased use of part-time workers was also noted in 1976.

The completion of additional retail outlets, anticipated increases in tourist traffic in 1977, and the underlying population and income growth should support mild expansion of employment in 1977. Continuation of the trend toward greater use of part-time employees in this sector will also contribute to increases in the numbers of persons employed. (About 1/3 of all jobs in retail trade in this Area now provide only part-time employment.)

Employment in the *finance, insurance and real estate* sector expanded by approximately 4 per cent during 1976. Growth was concentrated in the finance sector (which expanded employment by nearly 7 per cent) and is attributed to the growth of savings and credit unions in the Area. Continued moderate growth is projected for the coming year.

The large *community, business and personal services* sector was the main source of employment growth in the Area through 1975. Gains were much smaller through 1976, as secondary effects of the problems in the resource industries rippled through the tertiary industries. Disappointing levels of tourist traffic also limited employment growth, particularly in the *accommodation and food services* sub-sector. Growth was strongest in the subsectors providing services to business management. Mild growth is projected for 1977.

Slow employment growth and reduced turnover among the employed had a severe impact on the numbers of job vacancies notified to Area Canada Manpower Centres (CMC's) in 1976. Total vacancies notified dropped toward levels last reported in the downturn of 1969 - 1970. The table following shows the industrial distribution of vacancies notified to Area CMC's through 1974, 1975, and 1976. This provides a fair picture of the effects of eroding job opportunities by industry through the recent recession. Although mild

Metro Vancouver Area (cont.)

employment growth is forecast for 1977, the volume of vacancies notified to Area CMC's is not expected to exceed levels established in 1975.

TOTAL JOB VACANCIES NOTIFIED TO METRO VANCOUVER CMC'S

Industry	1976	1975	1974
PRIMARY INDUSTRIES	2904	3384	5310
MANUFACTURING	7805	9156	17356
Food & Beverages	802	1366	2193
Wood products	886	1035	2063
Paper & Allied	229	294	628
Metal Fabricating	1030	1055	2514
Machinery	586	642	1312
Transportation Equipment	704	903	1350
CONSTRUCTION	5189	5270	8069
TRANSPORTATION, COM- MUNICATIONS & UTILITIES	4977	7898	8877
TRADE	7635	9943	16528
Wholesale	2718	3233	6459
Retail	4917	6710	10069
FINANCE, INSURANCE, & REAL ESTATE	1668	2043	3357
COMMUNITY, BUSINESS & PERSONAL SERVICES	18288	22103	31125
Education Services	930	1275	1664
Health Services	2309	2630	3826
Serv. to Business Mgmt.	2481	3168	4270
Personal Services	3175	3378	15665
Accommodation & Food Services	6267	7394	
PUBLIC ADMINISTRATION	5607	5836	8520
ALL INDUSTRIES	54070	65605	99142

In 1976, this "pull" from the service sector was sharply reduced as employment growth in these industries weakened, and some potential workers may simply have given up searching for work when the probability of finding a job decreased. Both of these factors would limit increases in the labour force participation rates.

AVERAGE PARTICIPATION RATES (%) VANCOUVER CMA*

	1976	1975
First Quarter	62.7	62.3
Second Quarter	64.7	64.5
Third Quarter	65.9	64.3
Fourth Quarter	63.0	62.9
Annual	64.1	63.5

Source: Labour Force Survey

*Census Metropolitan Area

These reductions did not cut the growth of labour supply to the slow growth of employment until the closing months of 1976. The net result was increased unemployment rates for 1976. Absolute levels of unemployment in the Metro Vancouver Area probably increased to about 54,000 in 1976. (Note: The Labour Force Survey does *not* provide estimates of labour market absolutes for the Metro Area; only unemployment rates and participation rates are released. This estimate of unemployment is based on published unemployment rates and independent estimates of the size of the Area's labour force.)

AVERAGE UNEMPLOYMENT RATES (%) VANCOUVER CMA*

	1976	1975
First Quarter	8.6	7.3
Second Quarter	9.3	6.4
Third Quarter	8.2	7.1
Fourth Quarter	6.7	7.7
Annual	8.2	7.1

Source: Labour Force Survey

*Census Metropolitan Area

LABOUR FORCE

Migration to the Metro Vancouver Area fell sharply in 1976 as employment opportunities eroded. This adjustment of the supply of labour to the available demand for labour helped to stabilize the growth of the Area's labour force. Stabilization of increases in the *participation rate* (i.e. the proportion of the working age population which is working or seeking work) also contributed to slower growth of the Area's labour force in 1976.

The participation rate increased very rapidly in the early phase of the recession. At that time, the increase was attributed to increased labour market activity of women attempting to maintain families' standards of living when faced with inflation and with unemployment of heads of families. The "pull" exerted by demand for labour in the service industries (which were still expanding in 1975) could also have contributed to this change.

Slow growth of the Area's labour force is projected for 1977. This moderation and the projected slow acceleration of employment growth should hold unemployment near levels reported in 1976.

AREA DEVELOPMENTS

VANCOUVER ISLAND AREA

1976 REVIEW

1976 turned out to be another year of generally high unemployment and comparatively few job opportunities for the Vancouver Island labour market.

Unemployment did, however, edge downward from the extremes experienced during the worst lay-off period of 1975; by year-end, the Vancouver Island area unemployment rate stood close to the British Columbia level. This pattern of lessened unemployment is well illustrated by the results of the Labour Force Survey for the Vancouver Island Area.

AVERAGE UNEMPLOYMENT RATES (%) VANCOUVER ISLAND AREA

	1976	1975
First Quarter	9.1	10.6
Second Quarter	8.4	9.2
Third Quarter	8.1	10.1
Fourth Quarter	8.8	7.8
Annual	8.6	9.4

Source: Labour Force Survey

Labour market activity overall on Vancouver Island also increased from 1975. This level of activity is measured by the participation rate also taken from the labour force survey.

AVERAGE PARTICIPATION RATES (%) VANCOUVER ISLAND AREA

	1976	1975
First Quarter	57.1	57.0
Second Quarter	57.8	57.3
Third Quarter	59.2	58.1
Fourth Quarter	59.0	57.5
Annual	58.2	57.5

Source: Labour Force Survey

The conclusion to be drawn from these measures of declining unemployment and increasing labour force size is, of course, that employment levels did increase noticeably during 1976. In fact an extremely appropriate measure can be developed from the two commonly used rates of unemployment and participation. This measure called the *Employment Rate* gives us the number of employed persons, or the productive filled jobs, as a proportion of the working-age population. When this measure is viewed over time, it does give a better picture of the economic health of a

community than consideration of unemployment levels which can be affected by the withdrawal of unsuccessful job seekers from the ranks of the unemployed.

The employment rate for Vancouver Island shows a substantially better picture of the area's economic health in 1976 compared to 1975.

AVERAGE EMPLOYMENT RATES (%) VANCOUVER ISLAND AREA

	1976	1975
First Quarter	52.0	51.0
Second Quarter	52.8	52.0
Third Quarter	54.4	52.2
Fourth Quarter	53.8	53.0
Annual	53.3	52.1

Although the count of vacancies notified through Vancouver Island Manpower Centres does indicate an increase over 1975, it is certainly obvious that despite employment gains, the problem of continuing high unemployment has held down turnover activity in area labour markets.

TOTAL VACANCIES NOTIFIED TO MANPOWER CENTRES VANCOUVER ISLAND AREA

	1976	1975	1974
First Quarter	5800	4900	8200
Second Quarter	8500	9000	12700
Third Quarter	6900	5900	9300
Fourth Quarter	4900	5400	5300
Annual	26100	25200	35500

All vacancies in the labour market are not necessarily offered through Manpower since much hiring, especially in a slack labour market, can be done directly. However, this measure does indicate that labour market conditions remain considerably slacker than in 1974.

The major industrial news over 1976 has been the build-up of demand and prices for wood products; employment levels toward the fall of 1976 were some 25 per cent higher in the wood products manufacturing firms than a year before. Despite logging lay-offs at the end of 1976, the general level of logging activity throughout the year was good.

Construction employment was also maintained at reasonable levels for much of 1976, but by mid-year an increasing stock of vacant housing was causing some postponements of projects. Overall, the value of building permits for

Vancouver Island Area (cont.)

Vancouver Island area showed a 3 per cent increase during January to November 1976 over the year before. This compares with 11 per cent for British Columbia, and given cost increases does indicate a decline in the volume of construction.

Tourism provided the major disappointment of 1976. Ferry rate increases, bad weather, and high costs are all labelled as causes of a bad tourist season for Vancouver Island operators. Ferry traffic varied from 20 per cent to 35 per cent down the summer months over 1975. Much normal summer employment in tourist related industries just did not occur in 1976.

Manpower Centres placement activity generally reflected these industrial trends. Particularly important was the tremendous growth of manufacturing sector vacancies available through Manpower; this points out the vital impact of the wood products sector on many Island communities.

TOTAL VACANCIES NOTIFIED TO MANPOWER CENTRES VANCOUVER ISLAND AREA

(Selected Industries)

	1976	1975	(%) Change
Agriculture	800	940	-15
Forestry	2170	2240	- 3
Mining	170	210	-20
Manufacturing	4100	2940	40
(Wood Products)	(910)	(500)	(80)
(Pulp & Paper)	(1790)	(1380)	(30)
Construction	1740	1830	- 5
Transportation, Communic. & Other Utilities	1240	1080	14
Trade	2660	3000	-11
Finance, Ins. & Real Estate	680	570	20
Comm. Business & Personal Services	8370	8800	- 5
Public Admin. & Defence	3990	3650	9
Total	26000	25200	3

Although an overall improvement did occur in the Vancouver Island labour market during 1976, the Victoria area should be identified separately.

Retraction of government hiring, shipyards lay-offs, and sluggish tourism have all combined to slow down the Victoria area economy and has led to increased unemployment. The best comparison of Victoria with the total Island picture, as well as the other metropolitan area of Vancouver, is by reviewing year-end "Employment Rates".

AVERAGE EMPLOYMENT RATES (%) FOURTH QUARTER

	1976	1975
Victoria	52.0	53.6
All Vancouver Island	53.8	53.0
Vancouver	58.8	58.0
British Columbia	56.4	55.4

Source: Derived from Labour Force Survey

The somewhat older population of Victoria would suggest that the employment rate should be lower than in Vancouver, but the downward shift in Victoria compared to slight upward movements elsewhere does identify the weakness of the Victoria economy.

1977 OUTLOOK

After the rebound of employment in the sawmill and logging sectors that has already occurred in 1976, little further employment growth can be expected for these industries. The market outlook is good, with the United States our major customer, gearing up its housing construction, but inventories remain high and production costs, especially labour costs, are cited as a major problem for exporters.

However, if employment levels in the logging and sawmill sector are slightly above 1976, or even just maintained at the 1976 levels, this sector will provide a considerable number of job openings for many Island workers, and will also provide solid consumer demand for services in many Vancouver Island centres which have been suffering from reduced disposable income for about two years.

The pulp and paper sector also continues under production cost problems; little employment change is expected for this sector during the next year. The recently announced renovation plans of MacMillan Bloedel for Powell River, Port Alberni and Harmac Mills are a sign of the industry's attempt to increase productivity, especially labour productivity and over the long-term, on completion of this building program, these mills are likely to have a greater productive capacity while employing fewer people. The mill at Powell River has already illustrated this situation; the last renovation program there saw a partial change to the thermo-mechanical process and during 1975 and 1976, employment at that mill dropped by 300.

The building programs announced by firms in the forest-based industries will bolster the quantity of heavy construction work, although employment gains in the construction industry emanating from these expenditures will not really take hold till 1978. However, the continuation of Rayonier's

Port Alice pollution control project, the start of the Crown Zellerbach Elk Falls pollution control project, the North Island highway completion, the Nanaimo harbour expansion, and the provincial government building in Victoria will provide a good basic level of construction work for 1977.

Housing construction is, however, in a somewhat different situation. In early 1977, a considerable amount of newly completed vacant housing was on the market in the major centres; the Victoria Metropolitan area alone had almost 1,000 new units open at end January 1977. It will be some months before this available housing stock is absorbed and, although there is still housing under construction, developers are likely to shelve further major housing plans till late 1977 or 1978. Of course, housing encouragement through lessened mortgage rates or direct assistance for low income housing is still likely for 1977 which could allow for some expansion in a still unfilled area serving low income or senior citizen groups.

Another industry which plays a major role in the economic health of the Vancouver Island area is tourism. 1977 should see a pickup of tourist related employment above the weak 1976 levels as visitors adjust to the increased ferry rates and as local consumers, building on increased base employment, are willing to purchase more services. However, this sector's employment is only likely to reach the 1975 levels; cost factors in this industry, as in others, are proving a major stumbling block all over British Columbia, as well as Vancouver Island, to attracting increased tourist or convention traffic.

Another important manufacturing industry for Vancouver Island is shipbuilding, and the Yarrows Shipyard in Victoria is employing less than 100 persons in early 1977 compared to nearly 1,000 just over a year ago. The outlook for this industry for the remainder of 1977 is quite severe as very little ship construction has been planned even world-wide, and most major international ship building centres report minimal orders on hand.

These comments on industrial prospects for 1977 translate into an anticipated employment growth of approximately 2 per cent to 3 per cent for the Vancouver Island labour market during the coming year. It must be remembered that a major rebound of employment levels did occur during 1976 in many centres, and that this employment rebound generated increased labour force activity which meant that unemployment, although not as severe as in 1975, remained high. The fairly slow employment prospects for this coming year cannot absorb local unemployment and the potential labour force growth. Unemployment is

expected to average, once again, 8 per cent to 9 per cent during 1977.

The overall labour market conditions do, of course, cover considerable variations across the Vancouver Island area and the following highlights the prospects for individual Manpower Centre Areas.

Despite the essential stability of the employment and income base of the *Victoria* area economy, some short-term employment declines are anticipated to mid 1977. A better tourist season, and perhaps some easing of the government hiring freeze, would lead to a pick-up of employment levels. But 1977 will remain a stagnant period with, most likely, a smaller proportion of the working-age population actually employed than during 1975.

The *Duncan* area economy is closely related to the forest based centres of North Vancouver Island. After the employment regrowth in the logging and wood products manufacturing industries of 1976, only moderate increases can be expected in 1977. As the commercial and housing sectors appear developed slightly ahead of the growth of this area, little employment gains can be expected from these industries. Overall, 1977 should see employment increasing by 2 per cent to 3 per cent.

The *Port Alberni* and *Powell River* areas have already experienced some regrowth of employment, but there is little impetus to move these areas ahead. Powell River, in fact, has recent employment drops at both the pulp mill and Texada mines to contend with. The only potential for new employment in these areas in 1977 will be if mill reconstruction plans are finalized to start during this year.

The *Courtenay* area has proved attractive for residential development despite its relatively few job opportunities and high level of unemployment. Since much of the population growth is of retired persons, local service and commercial sectors can be expected to show some continued, albeit slow growth.

The *Nanaimo* and *Campbell River* areas have experienced the fastest rate of employment gains in 1976 over their depressed 1975 levels. Both areas have the potential of increased forest industry related employment during this coming year as well as maintaining good levels of construction employment and regaining, or even passing, service sector employment levels of 1974. Overall, these areas could show employment growth of nearly 4 per cent which is definitely above average for Vancouver Island Centres although not as high as during the 1975 boom.

AREA DEVELOPMENTS

OKANAGAN-KOOTENAYS AREA

1976 REVIEW

A significant upturn in the District's logging and sawmilling operations highlighted developments in the economy of all three Labour Market Areas during 1976. As indicated below, log production and lumber shipments both increased by almost thirty per cent over 1975 levels.

	1976	1975
Timber Scale (Million Cu. Ft.)		
Thompson—Nicola—Okanagan		
Shuswap Area	280.7	198.5
Kootenay Area	214.3	172.7
Clinton—Williams Lake—		
Quesnel Area	241.6	192.2
Total	736.6	563.4
Carload Lumber Shipments (Million Board Feet)		
Southern Interior	2,089.5	1,580.7
Clinton—Williams Lake—		
Quesnel Area	1,284.6	1,062.3
Total	3,374.1	2,643.0

Source: B.C. Forest Service

Gains in the forest industry were largely offset by a sharp downturn in the service producing sectors. The unseasonable weather which prevailed during the spring and summer curtailed the normal flow of travellers into the District, sharply reducing the volume of spending at retail outlets, hotels, restaurants and other hospitality oriented establishments. The four-month work stoppage at the "Fording Coal" operation at Elkford not only slowed the upturn in the East Kootenay economy, but also it reduced appreciably the volume of rail traffic moving through Cranbrook, Revelstoke and Kamloops. Substantial production cutbacks by mobile and modular home operations based in the Southern Okanagan, and at the chain saw plant near Trail further depressed the economy of these communities.

Although residential building tapered off during 1976, particularly in the Kelowna and Penticton areas, a slight upturn in non-residential construction raised the current year's values above the 1975 level.

A near record crop of tree fruits was harvested in

	1976	1975
Value of Building Permits (\$Millions)		
Okanagan Area	169.8	169.8
Kootenay Area	74.0	51.3
S. Central Area	78.2	84.0
Total	322.0	305.1
Dwelling Units		
Okanagan Area	3517	4596
Kootenay Area	1468	1135
S. Central Area	1613	1803
Total	6598	7534

Source: Regional District Bulletins and Statistics Canada

the Okanagan during 1976. However, depressed prices and continued cost escalation plagued growers during the current year. As in 1975, the average net return to the 2,200 members of B.C. Tree Fruits will probably fall below the cost of production. Stable economic conditions prevailed in the North Okanagan dairy industry throughout 1976. However, ranching operations, based primarily in the South Central and Okanagan areas, were again forced to contend with rising costs and unsatisfactory price levels for their beef.

Although employment rose by approximately two per cent in this District during 1976, placement activity declined sharply in the Okanagan and Kootenay Centres, attributable in part to reduced job turnover. Also, some of the increase in the work force would represent direct recall of staff on layoff in 1975, primarily in the forest industries. Employment statistics comparing 1976 with 1975 are summarized below.

Employment Estimates	1976	1975
Okanagan Area	68100	67600
Kootenay Area	50900	49650
S. Central Area	50700	48450
Total	169700	165700
*Vacancies listed by Employers at Manpower Centres		
Okanagan Area	10017	13289
Kootenay Area	7916	9533
S. Central Area	8087	7955
Total	26020	30777
*Placement made through Manpower Centres		
Okanagan Area	7857	10618
Kootenay Area	6987	7914
S. Central Area	6313	6264
Total	21157	24796

**Excludes agricultural placements.*

Even though employment expanded during 1976, it was not sufficient to absorb the growth in the District's labour force. Hence, unemployment remained at an unacceptably high level approximating eight per cent for the year. Extensive layoffs on the Mica Dam hydro project north of Revelstoke and at mobile home establishments in the Southern Okanagan, coupled with work stoppages at both major coal mines in the East Kootenays, idled close to 2,000 workers for lengthy intervals during 1976.

As noted below, the unemployment rate for the Okanagan-Kootenay area was slightly below that recorded for other areas of the Province. Some of the difference may be attributable to lower labour force participation by its residents, notably those living in the Okanagan Valley, many of whom are now retired.

AVERAGE UNEMPLOYMENT RATES AND PARTICIPATION RATES SUB-PROVINCIAL AREAS, 1976

	Unempl. Rate (%)	Part. Rate (%)
Vancouver—Lower Mainland Area	8.5	63.3
Vancouver Island—Powell River Area	8.6	58.3
Okanagan—Kootenay Area	8.0	52.4
Remainder of Province	9.1	67.1
British Columbia	8.6	61.5

Source: Labour Force Survey

In spite of high unemployment, a few shortages persist, particularly in the following occupations:

Cooks, Chinese food at Ashcroft, Williams Lake and Fernie
Hairdressers and Cosmetologists (Licenced) throughout the District
Underground Miners at Fernie and Cranbrook
Machinists at Fernie and Williams Lake
Welder Fitters at Fernie and Williams Lake
Steel Fabricators at Trail
Electrical Repairmen at Trail and Fernie
Motor Vehicle Mechanics at Fernie
Heavy Duty Mechanics at Fernie, Kamloops, Williams Lake and Trail
Maintenance Carpenters at Trail

Pipefitters at Fernie

Insurance Salesmen at Kamloops, Williams Lake, Penticton and Fernie

Waitresses at Kamloops and Williams Lake

TOTAL VACANCIES NOTIFIED TO MANPOWER CENTRES OKANAGAN-KOOTENAYS AREA

	1976
Kelowna	48
Penticton—Princeton	120
Vernon—Revelstoke	96
Nelson	108
Trail	312
Cranbrook—Fernie	1140
Kamloops—Ashcroft—Merritt	552
Williams Lake—100 Mile	216
Total	2592

1977 OUTLOOK

Employment should increase by approximately 4,000 during 1977, about on a par with the past year. Expansion in mining, manufacturing, retail trade, and health care sectors is expected to provide the main impetus to growth during 1977. Additional work should also develop in the construction industry, spearheaded by buildup of crews on major hydro dam sites near Trail and Revelstoke, and by increased hiring for mining and institutional projects that should be underway in 1977. However, residential building will likely taper off from the record levels of the past few years. New developments that will make a significant contribution to permanent employment growth in the District during 1977 are listed below. The estimated number of workers to be recruited in the current year is shown in parentheses.

Afton Mine and Smelter, Kamloops (250)
 Kaiser Coal Expansion, Sparwood (200)
 Atco Industries Mobile Home Plant, Penticton (150)
 Vanguard Trailers Expansion, Kelowna (150)
 Tamarack Shopping Centre, Cranbrook (350)
 Overlander Hospital, Kamloops (100)
 Kelowna General Hospital, Kelowna (100)

Growth of the District's labour force is expected to equal employment growth, with little reduction in

Okanagan - Kootenays Area (cont.)

the level of unemployment. Any improvement will be largely dependent on avoidance of prolonged work stoppages in the key construction and forest based industries, where union contracts are up for renewal in 1977. The seasonal pattern of past years, characterized by moderate buildup of the work force during the summer months, peaking by September, then tapering off gradually through the fall and winter, should continue relatively unchanged during 1977.

LABOUR MARKET AREA SUMMARIES

This District contains three labour market areas, each having a somewhat different economic base. Population and labour force statistics for these areas are shown below.

Population	*1971	*1976	*1977
Okanagan Area	151,411	194,670	200,050
Kootenay Area	121,076	129,514	132,900
S. Central Area (1)	105,955	128,173	130,450
Labour Force			
Okanagan Area	60,935	77,150	78,900
Kootenay Area	48,455	55,300	56,750
S. Central Area (1)	43,185	56,750	57,750

[1] Covers Thompson-Nicola Regional District, Williams Lake and Lillooet School District [Nos. 27, 29]

* Population - Census 1971, 1976, Estimate 1977
Labour Force - Census 1971, Estimate 1976, 1977

OKANAGAN AREA

Increased production by local sawmills, harvesting of a near record fruit crop and continuing strength in residential building, highlighted the positive side of employment in this area during 1976. An abnormally wet summer curtailed the flow of visitors to the Okanagan, which in turn reduced the volume of business generated at hotels, restaurants and retail establishments catering to tourists. Layoffs on the Mica Dam project, north of Revelstoke, coupled with cutbacks at mobile home and related plants in the South Okanagan, idled over 500 workers. As indicated below, placement activity through Manpower Centres declined sharply during 1976, particularly in the service, trade and construction industries.

PLACEMENTS, SELECTED INDUSTRIES OKANAGAN AREA

	1976	1975
Community, Business and Personal Services	2875	3671
Trade	988	1887
Construction	1342	1802
Other Industries, excluding agriculture	2652	3258
Total	7857	10618

EMPLOYMENT GROWTH OUTLOOK, 1977

PRIMARY INDUSTRIES:

Little change, possibly slight pickup in logging and mining.

SECONDARY INDUSTRIES:

Light to medium growth in manufacturing spearheaded by increased output of mobile and modular homes and recreational vehicles; little change in residential building activity, but buildup of work force on Revelstoke hydro project and pickup in institutional construction projected for 1977.

TERTIARY INDUSTRIES:

Significant improvement in hospitality sector should highlight activity during 1977, which should stimulate retail trade sector; expansion of health care and related facilities also projected for several Okanagan communities; new hydro project at Revelstoke should expand employment in local service oriented industries.

KOOTENAY AREA

Expansion in the forest and construction industries provided the main source of strength to this area during 1976. However, prolonged work stoppages at both major coal operations in the Sparwood-Elkford area and below normal tourist activity depressed employment in retail trade and the hospitality industries and caused extensive layoffs of train crews engaged in coal transportation. Comparison of the principal indicators of economic and employment activity for 1975 and 1976 highlights the downturn in the mining and hospitality sectors in contrast to the pickup in the forest and construction industries. Residential building was particularly strong in 1976 showing gains in all Kootenay areas.

SELECTED INDICATORS KOOTENAY AREA

	1976	1975
New Dwelling Units		
Cranbrook Area	959	796
Trail Area	392	286
Nelson Area	117	53
Value Non-residential		
Building permits (\$Million)	29.9	20.6
Timber scale (Million Cu. Ft.)	214.3	172.7
Vacancies Listed with		
Manpower Centres by Industry		
Forest based sectors	909	743
Construction	931	983
Trade	924	1010
Community, Business & Personal Services	2461	2950
Mining	760	1271
Public Administration	577	1070
Other, excluding Agriculture	1354	1506

EMPLOYMENT GROWTH OUTLOOK, 1977

PRIMARY INDUSTRIES:

Slight buildup in logging; continued expansion in mining work force, vicinity Sparwood and Elkford and possibly north of Kaslo.

SECONDARY INDUSTRIES:

Little change in manufacturing---but at Trail about 100 jobs will disappear if chain saw plant cannot be re-financed; accelerated activity projected for construction industry with buildup of crews on major hydro project at Trail and possible start on development of new open pit coal properties in Fernie-Sparwood area; continuing strength for residential construction forecast for East Kootenay, supplemented by increased demand for housing at Castlegar, Trail and nearby communities.

TERTIARY INDUSTRIES:

Opening of major shopping centre at Cranbrook will spearhead growth during 1977; a pickup in both commercial and tourist travel is projected for the area; the increase of hydro project employment should stimulate shopping and related activity at Trail.

SOUTH CENTRAL AREA

Key indicators of economic and employment activity for 1975 and 1976, highlight improvement in the forest industry during the current year in

contrast to a slowdown in hospitality industries. Recruitment of staff for a new shopping centre at Kamloops pushed placements with trade establishments well above the level of the previous year. Construction activity continued to show strength in 1976.

SELECTED INDICATORS SOUTH CENTRAL AREA

	1976	1975
Timber Scale (Million Cubic Feet)		
*Kamloops Forest District	280.7	198.5
*Cariboo Forest District	241.6	192.2
Carload Lumber Shipments		
Cariboo Area (Million F.B.M.)	1284.6	1062.3
New Dwelling Units		
Kamloops Manpower Area	1234	1331
Williams Lake Manpower Area	379	472
Value Non-residential Building		
Permits (\$Million)	29.9	36.2

**Kamloops District includes Okanagan and Shuswap forests, Cariboo District embraces area from Clinton to Quesnel.*

PLACEMENTS THROUGH MANPOWER CENTRES BY INDUSTRY SOUTH CENTRAL AREA

	1976	1975
Forest based sectors	824	659
Trade	1113	840
Construction	657	659
Community, Business and Personal Services	2382	2506
Other, excluding Agriculture	1337	1600

EMPLOYMENT GROWTH OUTLOOK, 1977

PRIMARY INDUSTRIES:

Staffing for "Afton" open pit copper mine near Kamloops to be underway by end of 1977; additional workers probably required for logging expansion.

SECONDARY INDUSTRIES:

Possibly slight increase in wood manufacturing; some pickup in non-residential construction; residential building may taper off.

TERTIARY INDUSTRIES:

Some improvement projected in hospitality sector; possible slight increase in retail trade employment by fall.

AREA DEVELOPMENTS

NORTH CENTRAL AREA

Northern B.C. began an economic recovery in 1976, led by a significant increase in forest industry production. The oil and gas sector also revived, though with very much smaller employment effects. Metal mining was generally static with the exception of one major strike. Residential construction was stable while non-residential project starts advanced in the Northwest and declined elsewhere. In 1977, growth of the labour force and employment in Northern B.C. will be slower but keeping pace with the province as a whole. As indicated in the tables below, the flow of job orders in Canada Manpower Centres (Vacancies Notified) declined slightly in the North Central Area and more significantly in the Skeena Area. The stock of job orders remaining unfilled at month-ends (Vacancies Registered) increased in the North Central Area but declined in the Skeena Area. Clients registered without employment were constant in the North Central Area but rose 11 per cent in the Skeena Area. In both areas, female clients registered increased. Male clients registered were constant in the Skeena Area, and declining in the North Central Area. The less favourable picture for females reflects a continuing increase in the female work force and in the improving job picture for males in the forest industry.

SUMMARY OF CANADA MANPOWER CENTRE OPERATIONAL STATISTICS (Monthly Averages)

	1976	1975	% Change
North-Central			
Vacancies Registered	418	366	14
Clients Registered			
Male	5,299	5,847	- 9
Female	4,229	3,659	16
Total	9,528	9,506	-
Vacancies Notified	1,114	1,131	- 2
Skeena			
Vacancies Registered	213	225	- 5
Clients Registered			
Male	3,402	3,404	-
Female	2,724	2,117	29
Total	6,126	5,522	11
Vacancies Notified	407	453	-10

There were only two rather minor expansions to capacity in the forest industry - at Plateau Mills in Vanderhoof and at Tackama at Fort Nelson, the latter to come on stream early in 1977. These two expansions employ about 140. Meanwhile, Cancell at Prince Rupert began to convert its sulfite mill to the production of Kraft pulp. This necessitated

the layoff of about 300 production workers in October for a period of up to two years and caused the loss of about 150 logging jobs in the Terrace area.

Although there was little increase in forest industry plant capacity, the recovery of the industry was dramatic. Increased utilization of existing capacity, especially the absence of labour-management disputes was the key to revived production. Total timber scaled in the Prince Rupert and Prince George Forest Districts increased 32 per cent over 1975 levels and stood only 4 per cent below the high levels of 1973. (Timber scaled is the volume of logs cut in forest units managed by the B.C. Forest Service). The volume of lumber sold by mills reporting to the Forest Service in the Skeena and Smithers-Prince George-Blue River areas was up by 58 per cent over 1975, while the dollar value of these shipments increased 94 per cent to a total of \$347 million. (It should be noted that there has been a one-fifth increase in the number of mills reporting sales to the Forest Service which indicates that some of the increase could be due to greater coverage).

FOREST INDUSTRY ACTIVITIES NORTH CENTRAL AREA

	1976	1975	1974	1973
Timber Scale (million cu. ft.) ¹	753.1	570.5	696.3	786.0
Lumber Sales (million f.b.m.) ²	2,551.6	1,614.3	1,648.8	1,589.4
(million \$) ³	347.1	178.8	187.6	266.7

1. B.C. Forest Service, Prince Rupert and Prince George Forest Districts

2. & 3. B.C. Forest Service, Skeena plus Smithers-Prince George-Blue River sales figures

When the Northern B.C. figures are compared to those of B.C. as a whole, it appears that the North kept pace with and perhaps slightly exceeded the rate of recovery of the province-wide forest industry.

Exploration for oil and gas in the Peace River area was at the highest level in recent years. Many more rigs were active than in 1975, and the total footage drilled was up 108 per cent over the previous year, setting a four-year high. The outlook for 1977 is for an increase of over one-third in total footage drilled and a large increase in the number of wells. The oil and gas industry's total production revenues could rise from \$245 million to \$291 million.

The metal mining sector featured no changes in employment since 1975, with the exception of a strike at Noranda's Bell Copper mine in Granisle. The strike, by 165 persons, lasted from February till September. The only possible mine develop-

ment in the North, the Equity Mining Corporation's Sam Goosley silver mine south-east of Houston likely will not proceed until 1978.

In the construction industry, residential starts are roughly comparable to 1975. In the non-residential sector, work was interrupted twice by province-wide strike-lockout situations. During similar events in 1974, northern projects were not affected, but in 1976 an estimated 3,000 persons in the Prince George area alone were idled for over a month in June and July and again in September. The largest Northern project is B.C. Hydro's Site 1 dam near Hudson's Hope on the Peace River, which was not involved in any of the work stoppages because its agreements are separate. Its work force peaked at about 740 during the September-October period and began to decline in November and through December. By January-February, 1977 an average of over 300 persons were at work. Supervisory employment was roughly constant at between 60 and 70, while trades employment fluctuated widely. The largest trades or unions continue to be tunnel and rock workers, carpenters, operating engineers, and office and technical workers.

BUILDING PERMITS, NORTHERN B.C.					
		January - September		(000 \$)	
		Dwelling Units	Residential	Non-residential	Total
North-Central	1973	1,930	40,229	24,744	64,973
	1974	1,405	37,032	18,583	55,615
	1975	1,604	45,743	33,690	79,433
	1976	1,682	51,541	22,662	74,203
Skeena	1973	366	7,844	15,986	23,830
	1974	346	10,021	11,123	21,144
	1975	424	12,438	10,738	23,176
	1976	392	15,402	21,688	37,090

Building permits issued by municipalities show a steady level of residential construction and a fall-off in non-residential building starts in the North-Central area but an increase in the Skeena area. The increase in Skeena can be accounted for by the commencement of Cancel's conversion project.

In other industries, production and employment trends tend to be more obscure. Labour-management disputes affected employment in transportation through shutdowns on the B.C. Rail and in aluminum smelting at Alcan's Kitimat plant. The trade and services sectors will have experienced an increase in demand as a result of the forest industry's recovery, but increased provincial sales taxes and auto insurance rates in early 1976 have dampened the rise in their consumer demand.

The outlook for 1977 hinges on the timing of several construction projects and on the conduct of labour-management negotiations. Construction industry agreements expire at the end of April, pulp industry agreements at the end of

June, BCR agreements at the end of July, and most forest industry agreements, other than for pulp mills, at the end of August. The Alcan - CASAW contract comes up for negotiation in October. The B.C. Hydro Site 1 dam will reach its peak level in 1977, of about 1,100 men. Some work may begin on the Dennison (Wolverine) coal mine if agreement between governments and industry is reached on sharing costs. Work may also begin on a sawmill in Houston, though the site for the plant must still be chosen.

Because of the large increases in production experienced in 1975, only modest increases in employment could be generated by the forest industry in 1977. Possible strikes or lockouts during negotiations and poor winter logging weather may even reduce the industry's annual employment. No change is expected in mining employment. Trade and services employment will naturally reflect the levels of activity in the key forest, mining and construction industries. If projects proceed and work stoppages are avoided, consumer spending will be strong and the tertiary sector will require additional workers. Deferment of construction projects or long labour disputes would have the opposite effect.

By June of 1977, the population of the whole North-Central area including Skeena is expected to reach some 236,000 or some 1.9 per cent above the June 1, 1976 (preliminary) census count. The labour force in the fiscal year 1977/78 is expected to be 111,300 or some 2.3 per cent above the 1976/77 level.

CMC WHITEHORSE

The year 1976 for the Yukon was one of declines in employment caused by several strikes in the mining industry. There were also the negative impacts of a decline in tourism and restraint in government hiring. The construction sector concentrated on home building and the improvement or extension of the highways system. Unemployment did not rise in spite of the problems generated in the mining industry because the number of transient job seekers declined. For 1977, the prospects are one of a return to normal conditions, but not for significant economic growth.

The mining industry suffered from five major strikes during the year. As a result, the value of mineral production in the Yukon Territory declined by \$99 million, or about 43% of the 1975 production value. Of the four major metals produced (copper, lead, silver, zinc) only copper experienced an increase in production quantity and value. Zinc, the most important metal, declined in production value from \$95 million to

\$43 million, or 55%, while lead declined from \$55 million to \$19 million, or some 65%. The overall production total of \$131 million was the lowest in four years. Not included in these figures is the loss of asbestos production at Cassiar, B.C., which is part of the service area of CMC Whitehorse.

The most important labour-management disputes occurred at Cyprus Anvil's lead-zinc mine in Faro. Early in 1976, a 10-day strike by the United Steel Workers in February and a 5-week strike by office and technical workers during March and April (which steelworkers honoured) were conventional disputes. From the end of July through mid-November, the 480 Steelworkers and office staff were on strike as a result of the Anti-Inflation Board's rollback of the agreements reached in the two earlier disputes. By the end of the three and a half month dispute, about 100 workers, mostly tradesmen, had left. Other serious disputes in the area included one at the Cassiar, B.C. asbestos mine. There, some 600 persons were on strike or lay-off for a period of nine and a half weeks from late June through August. For 7 weeks from June til August, 190 persons were on strike at United Keno Hill Mines at Elsa, Y.T. and for 8 weeks during August and September, 160 persons were on strike at Whitehorse Copper. All these work stoppages resulted in an exodus of tradesmen (millwrights, heavy duty mechanics, electricians, and heavy equipment operators) similar to that experienced at Anvil.

The table below indicates that the Territory's mining employment reached a four-year low as a result of the work stoppages.

AVERAGE EMPLOYMENT IN PRODUCING YUKON MINES

	1976*	1975	1974	1973
First Quarter	1,148	1,320	1,210	1,077
Second Quarter	1,250	1,350	1,121	1,131
Third Quarter	688	1,343	1,279	1,155
Fourth Quarter	1,079	1,319	1,285	1,166
Annual	1,041	1,333	1,224	1,132

Source: Department of Indian and Northern Affairs

* 1976 figures adjusted by District Economist, Manpower and Immigration, Prince George, to reflect labour - management disputes

Important secondary effects of the mining industry situation occurred in the transportation industry. The White Pass and Yukon Corp. laid off up to 250 persons due to the lack of mine - hauling work. In addition, the loss in government revenues caused the territorial government to restrain budgets. Retail trade establishments affected by the strikes reduced their staffs by attrition and some wholesale trade firms laid off personnel.

The major construction activities continued to be the Dempster and Carcross-Skagway Highways as well as improvements to the Alaska Highway. The Carcross route is expected to be finished in late 1977. In general, there were no shortages of skilled tradesmen within the construction industry.

Besides the effects of depressed mining employment, service industry establishments were adversely affected by a decline in traffic along the Alaska Highway. Despite the unattractive overall employment situation, the lodges on the Alaska Highway could not avoid high turnover among their staff due to inadequate accommodation and isolation.

In the public and quasi - public sectors, restraint was the order for federal positions, while the Territory lifted its hiring freeze of the First Quarter during mid-year. By year end, the territory was forced by lost mining industry taxes to reimpose budget restraints. There were cutbacks in the health field as well. For the longer term, the Territorial Government has formed an independent Public Service Commission to supervise personnel matters.

The following table of selected Canada Manpower operational statistics fails to fully reflect the total impact of the downturn in the mining industry's production and payroll. Job orders received (vacancies notified) and job orders remaining unfilled at month-ends (vacancies registered) declined by one-quarter. However, the 14 per cent decline in male clients registered disguises the serious loss of employment among mostly males during the labour disputes in the mines. The decline in male registrations reflects the reduced flow of transients to the Territory seeking employment. Increasing female registrations may be the result of the situation in the trade and service sectors.

SUMMARY OF CANADA MANPOWER CENTRE OPERATIONAL STATISTICS (Monthly Averages)

	1976	1975	(%) Change
Vacancies Registered	94	126	-25
Clients Registered			
Males	1280	1492	-14
Females	848	752	13
Total	2128	2244	5
Vacancies Notified	259	344	-25

For 1977, the outlook is dominated by a return to normal in mining employment. Mining exploration expenditures may increase from \$16.5 million to \$20 million in 1977. Little real growth in employment can be expected until 1978.

A NEW EMPLOYMENT STRATEGY

—Contributed by Information Services, M&I

Viewing legislation currently before the federal House of Commons to create the new Canadian Employment & Immigration Commission, is a lot like looking at an iceberg. It's easy to see what's above the water, but also easy to miss the important bulk beneath the surface.

Most Canadians see the surface facts. The federal department of Manpower & Immigration and the Unemployment Insurance Commission are being joined into the single new entity providing a one-stop employment market service. What isn't apparent, is that this move has underpinnings which form a comprehensive strategy designed to cope with the labour market problems foreseen in the late 1970s, and set the stage for the '80s.

Despite earmarks of a recovering Canadian economy, the immediate future is not bright. Even with a return of a healthy economic growth rate, jobs in Canada won't grow as fast as the labour force through to the early 1980s.

TREND TO REVERSE

Then, the problem is expected to reverse. Fewer young people will be available to enter the labour market while, even in a moderate growth economy, there will be strong growth in numbers of new jobs. This prospect of more jobs than people to take them is a key reason why the new immigration act, also currently before parliament, is closely tuned to the projected needs of the labour market, nationally, regionally and provincially.

The new Employment Strategy has broad objectives to help the Canadian worker cope with the continuing prospect of high unemployment: to prepare for a more active job market some five years hence, and to map an immigration program that will help employers find the human skills not available in quantity inside the country.

Within this context are specific sub-targets including people who suffer from a simple lack of job opportunities: youth, many of whom have no experience or training to sell an employer, women, who continue to occupy the lowest level

jobs in the Canadian economy, and people who can't compete in the labour market because they are disadvantaged in the labour market for physical, mental, emotional, social or cultural reasons.

\$350 MILLION '77/'78

The employment Strategy will cost some \$350 million in 1977/78 and be a mix of full force programs and pilot projects. Included will be the Canada Works Program.

Canada Works will create some 61,000 jobs at a cost of \$200 million in 1977/78. It is based on the best features of the Local Initiatives Program with emphasis on sound project sponsorship through established groups and organizations, creating jobs, and not attracting new people into the labour market.

Canada Works projects can last up to 52 weeks duration and start between April and August or October and January. Provincial and local consultation will be sought to ensure the projects meet the needs of the local communities and focus on the kinds of work the local unemployed are equipped to take.

Project workers will be encouraged to continue seeking work in private industry. There is also a regulation preventing a worker from getting dependent on Canada Works employment by ending work on one project and immediately starting another.

YOUNG CANADA WORKS

Another element of the job creation program will be Young Canada Works. It will operate under similar ground rules to Canada Works, but will be focused on students and will create jobs of up to 14 weeks duration between May and September. A prime objective is to help students who can't connect in the usual labour market to get employment between school years. Equally important will be creation of the kinds of jobs that will give students valid on-the-job experience and provide a testing ground for possible career interests.

The third job creation element will be a Summer Job Corps, in which up to \$10 million will be invested. The Summer Job Corps will provide employment opportunities for students in activities related to federal government priorities. Projects will be sponsored by federal departments and agencies. Students may work on such projects as cleaning up rivers. For the most part, the work will be out-of-doors. Students will work in a structured environment under trained leaders in any one of a dozen priority areas.

Also to continue, as part of the job creation component of the employment strategy, is the existing Summer Student Employment and Activities Program at a cost of about \$25 million. Those funds will provide for a variety of initiatives by federal departments to create employment for young people; for example, cadet corps, and student-run summer Manpower Centres.

NEW LINKS WITH INDUSTRY

Bridging the gap between school and work today is complicated by problems virtually unknown 20 years ago. To begin attacking the problem through the overall strategy, the federal stance will be to link more closely with provinces and private industry to help students, educators and employers look more clearly at the expectations they have of each other.

On a pilot basis, next summer Chambers of Commerce and Boards of Trade across the country will be asked to arrange for the placement of students identified by co-operating school authorities as drop-outs or potential drop-outs for whom serious employment problems are anticipated. They will be given exposure to work environment and employment counselling that will facilitate their return to school or their entry to the labour market. The Chambers will be given a modest grant and participating employers will receive a small wage subsidy. In the winter, young people who encounter severe and continuing difficulty in getting and keeping jobs and need work experience, will be provided with nine weeks of partially subsidized employment in the private

sector, preceded if necessary by a brief training period. The result, at a very modest cost per hard-to-place young person, will be the acquisition of experience without burdening any firm because the government will, if necessary, help to compensate for the young worker's low initial productivity.

In outlining this element of the Employment Strategy, last fall Manpower & Immigration Minister Bud Cullen said "Next year, we expect to invest a total of \$11 million on these particular measures to help young people find rewarding and productive employment in the private sector. I am convinced that measures to improve career counselling and career choice and to help young people blend schooling and jobs experience are among the most productive we can mount. If the programs are as successful as I hope, I would like to see them take an increasingly large place in our over-all employment strategy."

BROADEN GENERAL TRAINING

The federal government also intends to spearhead a co-operative program with provinces and industry in broadening the training of the general Canadian labour force.

The \$500 million plus invested in training, mainly in provincial vocational schools will be maintained, with some \$70 million being earmarked in '77/'78 for the industrial training plan. This program has increased seven fold in six years as funding incentives of Canada Manpower help industry harness its enormous potential for teaching job skills in a work setting.

The Employment Strategy has specific mandate to help more people who can't compete in the regular labour market. Intensive, personal help programs such as Outreach, Local Employment Assistance Program, and the Community Employment Strategy---all aimed at the audience hardest hit by unemployment no matter the state of the economy, will be extensively reviewed.

It is part of a broad approach to examining programs for the disadvantaged and promoting

measures to help people come from behind in the labour force.

IMPORTANT CHANGES TO UIC

Another key link in the employment strategy is change in the Unemployment Insurance Act.

The intent is to make this legislation be not only financial protection for the unemployed, but also an instrument for more productive, preventative service in the labour market.

One element is a "work sharing" measure tested successfully in a number of European countries.

Work sharing is aimed at preserving jobs during periods of partial and temporary industrial layoff. Most commonly today, the layoff simply happens, and workers flee to other jobs, take training, or sit idle while skills, spirits and work habits erode. Often at the time of rehiring, employers find their pool of workers has vanished.

Work-sharing avoids that problem. For instance, instead of laying off 25 per cent of the workers, a company and its employees agree that the available work will be shared and all of them will work a 30-hour week instead of a 40-hour week. The government pays unemployment insurance benefits for a quarter of the week to all the workers, instead of paying for the full week to one-quarter of the workers.

TEST TO MAKE SURE

Despite the extensive European use of these work-sharing programs and their apparent benefits to individuals and companies, the system has not yet been tried in Canada and it must be tested to make sure that it will work here.

Another new productive use of unemployment insurance lies in the field of occupational training. The plan is to encourage unemployed people who lack job skills to use their idle time to take training, and prepare for the new jobs that will develop. Naturally, the department would not train people who already have marketable skills,

but training only for skills that should be in future demand. Unemployment insurance will partly replace regular training allowances and thereby free funds to provide for additional industrial and institutional training.

There are also plans to experiment with direct job creation projects in which unemployed Canadians receiving unemployment insurance will be offered the chance to participate in community service projects. Job counselling and job search activities would continue so that they could move to regular private sector jobs that became available. But in the meantime they could protect their job skills and enhance their feeling of participating in activities of community value.

Mr. Cullen commented in the Commons: "As these innovative measures develop, and prove successful, we shall expand them as rapidly as possible. In this way, we will enable more unemployed people than would otherwise have been possible to take advantage of skill development programs and job creation. The result will be a much more productive and more fully employed labour force.

CANADIANS DESERVE CHANCE

This then - the generation of a more widely available work and training option for the many Canadians who need and want it - is the essence of what the new employment strategy is all about. Canadians are vigorous and active. They want work, they need training, and they deserve a decent chance to have both. The role of an employment strategy is to see that they have the fullest possible access to these opportunities.

"We plan to intensify our strategy's impact by linking it with other related federal programs. As I have mentioned, the private sector will have a larger role to play in training and job creation. I also wish to reiterate the government's intention that the new Employment and Immigration Commission enable substantial business and labour and provincial involvement in employment and immigration policies and programs."

POINTS OF SERVICE

CANADA MANPOWER CENTRES — PACIFIC REGION

Abbotsford	2111 McCallum Road	853-1112
Ashcroft	402 Brink Street, P. O. Box 460	453-2221
Burnaby	5000 Kingsway	437-3761
Campbell River	940 Alder Street	286-6212
Chilliwack	115 Yale Road East, P. O. Box 367	792-1371
Courtenay	576 England Avenue	334-3151
Cranbrook	101 Tenth Avenue South	426-3373
Dawson Creek	1005 - 104th Avenue	782-5877
Duncan	101 - 435 Trunk Road	748-8111
Fernie	461 3rd Avenue, Box 760	423-6806
Fort St. John	10139 - 101st Avenue	785-6166
Fort Nelson	Federal Building, P.O. Box 596	774-2727
Hope	777 Fraser Street, P.O. Box 69	869-9901
Kamloops	345 Third Avenue	372-2515
Kelowna	471 Queensway Avenue	762-3018
Kitimat	Room 311, Federal Building, City Centre	632-4691
Langley	204 - 20218 Fraser Hwy.	533-1201
MacKenzie	2nd Floor, CTW Bldg., Box 1870-Ste. 7A	997-6615
Maple Ridge	22335 Lougheed Highway	467-5515
Merritt	2090 Coultee Avenue	378-2322
Mission	33070 Fifth Avenue	826-1204
Nanaimo	65 Front Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	29 Sixth Street	526-4511
North Vancouver	1221 Lonsdale Avenue	988-1151
100 Mile House	P. O. Box 1240	395-4013
Penticton	301 Main Street	492-3848
Port Alberni	4835 Argyle Street	724-0151
Port Hardy	P. O. Box 700	949-7474
Powell River	4812 Joyce Avenue	485-2721
Prince George	308-550 Victoria Street	562-2161
Prince Rupert	Pride O' North, 420-309 Second Ave. West	624-9671
Princeton	Federal Building, 185 Bridge Street	295-6951
Quesnel	346 Reid Street	992-5538
Revelstoke	Federal Building, 313 Third Street West	837-5106
Richmond	563B No. 3 Road	273-6431
Smithers	1090 Main Street, P. O. Box 1028	847-3248
Surrey	10072 King George VI Highway	588-5981
Terrace	4630 Lazelle Avenue	635-7134
Trail	835 Spokane Street	368-5566
Vancouver	1110 West Georgia Street	681-8253
Vancouver	125 East Tenth Avenue	872-7431
Vancouver	1747 E. Hastings Street	251-2421
Vancouver	14th Floor, 789 W. Pender Street	669-1022
Vancouver	200 - 5550 Fraser Street	324-1142
Vancouver	2902 West Broadway Avenue	732-4551
Vanderhoof	P. O. Box 1460, 1809 Stewart Avenue	567-4795
Vernon	3202 - 31st Street	545-2125
Victoria	810 Fort Street	388-3481
Whitehorse	Rm. 101 Federal Building	667-5050
Williams Lake	99 North Second Avenue	392-4184

POINTS OF SERVICE

UNIVERSITY CMCs AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave.	434-5734
Burnaby	B.C. Vocational School, 3650 Willingdon Ave.	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain	291-3105
Castlegar	Selkirk College, P. O. Box 1200	365-7292
Nelson	Notre Dame University, 820 Tenth Street	352-2241
Vancouver	Vancouver Community College, 100 West 49th Avenue	324-5345
Vancouver	Vancouver Community College, Vancouver Vocational Institute, 250 West Pender St.	681-8111
Vancouver	Vancouver Community College, King Edward Centre, 2750 Oak Street	733-0422
Victoria	University of Victoria, c/o P. O. Box 1700	477-1807

CANADA IMMIGRATION CENTRES — PACIFIC REGION

Aldergrove	R.R. #1, Bellingham Hwy.	533-1716
Dawson Creek	1005-104th Avenue, P.O. Box 237	782-5877
Douglas	P.O. Box 28 (via White Rock)	536-7671
Huntingdon	Huntingdon Border Crossing	853-5945
Kamloops	10th Floor, 235 First Avenue	374-2171
Kelowna	471 Queensway Avenue	763-8107
Kingsgate	Kingsgate Border Crossing	424-5424
Nanaimo	294 Bastion Street	753-4181
Nelson	514 Vernon Street	352-3155
New Westminster	Rm. 408, Federal Bldg. 549 Columbia Street	521-6621
Osoyoos	R.R. No. 1	495-6545
Prince George	400 - 550 Victoria Street	562-5534
Prince Rupert	420 - 309 Second Ave. West	624-9671
Sidney	Box 2092, 2499 Ocean Avenue	656-1612
Vancouver	2nd Floor, Sandwell Bldg., 1550 Alberni Street	683-8131
Vancouver	Vancouver International Airport	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St.	388-3614
Whitehorse	Rm. 205 Federal Building	667-5010

MANPOWER CONSULTATIVE SERVICES

Vancouver	Senior Officer MCS, 270 - 885 Dunsmuir Street	666-6506
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REGIONAL ECONOMIC SERVICES BRANCH

Vancouver	Director, Regional Economic Services P.O. Box 11145, Royal Centre 1055 West Georgia Street	666-1135
Vancouver	Assistant Director P. O. Box 11145, Royal Centre 1055 West Georgia Street	666-1133

District Economists:

Prince George	North Central Area Suite 408-550 Victoria Street	562-2161
Kamloops	Okanagan-Kootenays Area Suite 203-611 Lansdowne Street	372-2584
Vancouver	Vancouver Island Area P. O. Box 11145, Royal Centre 1055 West Georgia Street	666-1134
Vancouver	Metro Vancouver Area P. O. Box 11145, Royal Centre 1055 West Georgia Street	666-6169

POINTS OF SERVICE

U.I.C. OFFICES - PACIFIC REGION

* Burnaby	4285 Canada Way	545-7389
Chilliwack	115 Yale Road East	792-8415
Cranbrook	34 - 11th Avenue	426-7567
Dawson Creek	Ste. 203, 20401 - 10th Street	782-2565
Kamloops	235 First Avenue	374-8894
* Kelowna	471 Queensway Avenue	763-0717
Nanaimo	155 Skinner Street	753-7721
Nelson	525 Vernon Street	364-2622
* New Westminster	80 - 6th Street	545-7470
North Vancouver	1217 Lonsdale Avenue	980-0521
North Vancouver	120 Lonsdale Avenue	988-3737
Penticton	305 Main Street	493-1132
* Prince George	1395 - 6th Avenue	562-4181
Powell River	4717 A Marine Avenue	485-2362
Richmond	3871 No. 3 Road	278-4124
Terrace	4623 Lazelle Avenue	635-4201
Trail	999 Farwell Street	364-2815
Vancouver	Level 2, 1755 East Hastings Street	666-6888
Vancouver	100 - 5550 Fraser Street	324-7546
Port Coquitlam	2540 Shaughnessy Street	941-2120
* Vancouver	1145 Robson Street	666-3621
Vancouver	2904 West Broadway	731-6724
Vernon	3101 - 32nd Avenue	545-5922
* Victoria	202 - 1175 Douglas Street	566-3178
Whitehorse	Rm. 101, Federal Bldg.	667-5076
Williams Lake	310 - 197 N. 2nd Avenue	398-8145

* Also location of District Office

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Minister**

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MINISTER



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Immigration Canada

British Columbia/Yukon region

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FEATURE: "Job Experience Training (J.E.T.)"

NOVEMBER 1977 (VOL. 10 No. 2)

NOTE

The Unemployment Insurance Commission and the Department of Manpower and Immigration have become the Canada Employment and Immigration Commission: For a time, you'll still see our local offices identified as Unemployment Insurance Offices or Canada Manpower Centres. When they're together in one location, they'll be called Canada Employment Centres.

British Columbia/Yukon Manpower Review

November, 1977

**Canada Employment and Immigration Commission
Regional Economic Services Branch
British Columbia/Yukon Regional Office**

**THE MANPOWER REVIEW IS
PUBLISHED SEMI-ANNUALLY**

Foreword

The **British Columbia/Yukon Manpower Review** is published semi-annually by the Regional Economic Services Branch, Canada Employment and Immigration Commission, British Columbia/Yukon Region.

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THE REGIONAL LABOUR MARKET

SUMMARY REVIEW

With the lumber industry supplying prime impetus, the economy of British Columbia moved ahead during the first half of 1977 at a slow to moderate pace. Monthly employment growth for most of the period exceeded labour force growth by a slight margin. After mid year, this rather tenuous recovery in job opportunities slackened off once more and the seasonally adjusted unemployment rate began to rise. Entering the final quarter of 1977, B.C.'s seasonally adjusted unemployment rate hovered around 8.5 per cent, much the same as the prevailing rate of the past two years. For Canada, the seasonally adjusted unemployment rate averaged 8.2 per cent in the third quarter of 1977.

Factors contributing a great deal to employment growth in 1977 include the strong upsurge in U.S. lumber demand for housing construction, a relatively quiet industrial relations climate, and continuing governmental support for job creation programs. Unfortunately, sufficient optimism has not existed to produce growth in all sectors of the economy. Business investment and consumer spending continue to lag. High world inventories of copper and reduced demand for coal preclude the development of many new mines. Substantial unused capacity exists throughout the construction industry. These areas of weakness have constrained growth in the service industries.

On the supply side, the B.C. labour force continues to grow, although at a reduced rate in comparison to the rate achieved in the last period of strong economic activity. In-migration, the major contributor to labour force growth before the recession has declined significantly as the number of job opportunities declined. Rising participation rates continue to exert some upward pressure on the unemployment rate, especially among the youth groups and women in the labour force, but the effect is not significantly greater than it was in 1976.

EMPLOYMENT REVIEW

Favourable developments in the lumber market, a quiet industrial relations climate, and continued governmental support for job creation programs sustained a moderate recovery of employment growth in British Columbia until the final quarter of 1977. Employment moved through a modest advance in the first quarter to a slightly stronger advance in the second quarter. This produced an overall growth rate of 3.1 per cent for the first half of 1977 over the first half of 1976. By the third quarter, employment growth began to ease but the first nine months did record a 3 per cent gain over the same period in 1976. An erratic pattern of economic performance like the one displayed so far in 1977 emphasizes how narrowly the post recession recovery is based. One favourable development is the substantial drop this year in time lost as a result of labour disputes.

AVERAGE EMPLOYMENT IN B.C.

(Estimates in 000's)

	% Change				
	1977	1976	1975	76/77	75/76
First Quarter	1,015	993	973	2.2	1.7
Second Quarter	1,073	1,030	1,026	4.2	-1.3
Third Quarter	1,106	1,078	1,029	2.6	0.5
Fourth Quarter		1,038	1,009		1.9

SOURCE: Labour Force Survey, Statistics Canada

The B.C. economy because of its dependence on world demand for resource products follows a course dictated to a large extent by world economic conditions. Its principal trading partners are the U.S., Japan, Britain, and the European Economic Community. With economic recovery in these countries also somewhat restrained, the export sector as a whole has experienced only modest employment gains. In the first six months of 1977, exports to the U.S. increased about 26 per cent, to Asia about 22 per cent and to Western Europe about 15 per cent. These gains appear substantial, but they must be viewed against the low export volumes recorded in the first half of 1976. The growth in exports developed irregularly in 1977 with considerable strength in lumber offset by weakness in pulp, paper, copper and coal markets.

AVERAGE EMPLOYMENT BY INDUSTRY BRITISH COLUMBIA

(Estimates in 000's)

	First 9 Months		% Change
	1977	1976	
Primary Industries	64	64	-
Manufacturing	174	168	3.6
Construction	82	78	5.1
Total Goods Producing	322	311	3.5
Transportation, Communication & Other Utilities	110	111	-0.9
Trade	193	193	-
Finance, Insurance & Real Estate	60	60	-
Community, Business & Personal Services	301	288	4.5
Public Administration	76	68	11.8
Total Service Producing	742	722	2.8
All Industries	1,064	1,033	3.0

SOURCE: Labour Force Survey, Statistics Canada

Throughout the present recovery, in contrast to the 1972-1973 upturn, the pace of activity has remained sluggish with unemployment rates showing little change since 1975. One factor inhibiting an upswing in business investment needed to expand the employment base, is the continuing low rate of capacity utilization evident in most industrial sectors. Weak world and domestic demand conditions no doubt account for the recent drop in Japanese capital investment intended for B.C. resource industries. Recently announced investment plans of major firms in the forest industry, while substantial, are directed at improving productivity, reducing production costs and ultimately reducing employment.

Less stimulus from the capital investment side accounts for the poor prospects existing in the B.C. construction industry. Seasonally adjusted, the value of building permits in B.C. for the first half was down by almost 8 per cent from the first half of 1976. Housing activity in B.C. has tapered off this year because of an oversupply. Seasonally adjusted at annual rates, second quarter housing starts for B.C. were down by more than 13 per cent from the 1976 level.

The Regional Labour Market (cont.)

Consumer spending also has not moved up rapidly enough to generate the base of confidence needed for a strong recovery. High unemployment and moderation in the rate of wage increases are perhaps two of the principal factors tending to hold down consumer spending. Recent retail trade statistics still cast doubt on the consumer sector's strength. For the first seven months of 1977, the value of retail trade in B.C. showed a decline of 6.7 per cent from the comparable figure of 1976. The July total was up 8.2 per cent from last year, mostly a result of price increases.

One area that has recorded a little more strength is tourism. While the employment effects were not large, the income generated through tourist expenditures increased over 1976. Tourism has benefitted from a discounted Canadian dollar in terms of the U.S. and much improved weather compared to last year.

Lumber production, a mainstay of the present recovery, continues at a level near full utilization of existing plant and equipment. For the first half of 1977, lumber production in B.C. increased by 15 per cent over the 1976 first half. Substantial mortgage funds are available in the U.S. to stimulate their housing industry, the strongest source of demand for B.C. lumber. July housing starts in the U.S. seasonally adjusted at annual rates reached 2.064 million, up 46.1 per cent from July 1976. The value of U.S. building permits in July showed an increase of 32.6 per cent over July 1976. Strong increases in building permits for privately owned housing are recorded.

Not so favourable are the short-term prospects for the forest industry's pulp and paper components. Substantial price increases for pulp over the past five years led U.S. producers to expand operations which eroded to some extent current markets for Canadian pulp. On the international market, devaluation in Sweden has resulted in a price cut for wood pulp. In B.C. the pulp industry is characterized by substantial inventories and low market demand. Paper producers are faced with declines in the usage of paper. These developments as they affect B.C. have resulted in several temporary layoffs throughout the pulp and paper industry.

The mining industry of B.C. also suffers from weak demand. This has curbed production, the development of new mines, and expansion of existing operations. No new mines were opened during 1976, and in 1977 continuing market weakness, particularly for copper, zinc and coal, has forced economies on the industry that effectively will curtail employment growth. Another factor affecting future prospects is the Japanese expressed desire not to invest for several years in more large-scale coking coal projects such as those in the East Kootenay area of B.C. Slow growth in world demand has left the Japanese steel industry operating about 30 per cent below capacity. Most of B.C.'s coal exports consist of coking coal mainly shipped to Japan for use in their steel industry.

Despite many negative influences, the economy of B.C. in the first three quarters of 1977 recorded a moderate overall employment gain of 3 per cent. For almost all of the period the goods industries, led by lumber producers, outpaced the service industries in employment growth.

Labour relations remained relatively calm until the final quarter of 1977 and this added a degree of stability to the economy. In the final quarter of 1977, the only major disruptive dispute involved the B.C. Ferries. An important settlement during the year was the I.W.A. two year contract. Pulp and paper workers and B.C. Rail negotiations involved some wildcat strikes but the amount of such activity is well below the pre-recession level.

Notwithstanding improved labour relations and strong governmental support for job creation programs providing moderate stimulus to employment growth, the economy remains hard pressed to accommodate everyone desiring work. Unemployment in the third quarter hovered around 8.5 per cent seasonally adjusted. The employment rate (employment as a percentage of working-age population) shows a slight increase. For the first nine months of 1977, employment averaged 56.7 per cent of the working age population and for the same period in 1976 the average was 56.2 per cent. An historical high employment rate of 60.6 per cent for the nine months was recorded in 1974 which gives some idea of the slack that currently exists in the labour market.

SEASONALLY ADJUSTED LABOUR MARKET INDICATORS BRITISH COLUMBIA

	Unemployment Rate (%)	Employment Rate (%)
1976		
First Quarter	8.7	55.8
Second Quarter	9.4	55.3
Third Quarter	8.6	56.8
Fourth Quarter	7.8	56.9
1977		
First Quarter	8.6	55.9
Second Quarter	8.4	56.6
Third Quarter	8.5	57.1

SOURCE: *Labour Force Survey, Statistics Canada*

For the first time in a number of years, 1975 recorded a net outflow of families from B.C. and in 1976 the net outflow increased substantially. Data on families receiving family allowances, however, for the first six months of 1977 indicate a return to a net in-flow situation from other parts of Canada.

NET FAMILY MIGRATION TO B.C.

	1977*	1976	1975
Number of Families	+329	-499	-30

* First 6 Months

SOURCE: *Department of Health and Welfare*

Both immigration to Canada and B.C.'s share of immigration continue to decline, another factor contributing to slower labour force growth.

CANADIAN IMMIGRATION

	1977*	1976	1975
Immigrants to Canada	57,983	149,429	187,881
Immigrants to B.C.	7,612	20,484	29,272
B.C. as Per Cent of Total	13.1%	13.7%	15.6%

* First 6 Months

IMMIGRANTS DESTINED TO THE B.C. LABOUR FORCE

	1977*	1976	1975
Number of Workers	2,799	7,561	11,762

* First 6 Months

These factors as a general rule are influenced strongly by the rate of employment growth and the prevailing unemployment rate. The increased out-migration from B.C. especially evident during 1976 is attributed directly to the highly competitive labour market situation in the province. Relatively stronger employment growth in neighbouring Alberta during 1976 also appears to have siphoned off some of B.C.'s labour force growth. Because of its sensitivity to changes in employment growth, net in-migration usually increases when employment picks up.

Labour force growth still receives upward pressure from demographic factors and increasing degrees of participation. This impact stems from young people comprising a relatively larger share of the working

AVERAGE LABOUR FORCE STATISTICS BRITISH COLUMBIA

(Estimates in 000's)

	First 9 Months		
	1977	1976	% Change
Population 15+	1,877	1,840	2.0
Labour Force	1,165	1,135	2.6
Employed	1,064	1,033	3.0
Unemployed	100	101	-
Participation Rate (%)	62.1	61.7	-
Unemployment Rate (%)	8.6	8.9	-

SOURCE: *Labour Force Survey, Statistics Canada*

The Regional Labour Market (cont.)

age population. Once their schooling is complete they tend to have a relatively higher participation rate. They raise the total participation rate, even if the rate in their own age group remains constant.

AVERAGE PARTICIPATION RATES (%) BRITISH COLUMBIA

	First 9 Months		
	1977	1976	1975
Male	78.4	77.7	78.1
Female	46.0	46.0	45.2
TOTAL:	62.1	61.7	61.6

SOURCE: Labour Force Survey, Statistics Canada

For teenagers particularly, labour force participation responds more strongly to cyclical shifts in the economy than it does for adults. Thus a more erratic pattern might have been expected for this group as a whole. Recently, young males aged 15-19 have had lower participation rates, and labour force growth in this group also has tended to slow. Despite these influences, the group continues to have the highest unemployment rate.

Compared to a year ago, participation rates are significantly lower for males aged 15-19 and females aged 25-34. These decreases are offset by increases for males aged 20-24 and females aged 15-24. For the prime working age group 25-44, the participation rate shows a slight decline from a year ago.

The participation rate of females has tended to stabilize around the level of 46 per cent in the past year. This has occurred as a result of a decline in the rate for 25-34 year old females which approximately offsets increases in the female 15-24 age group.

AVERAGE UNEMPLOYMENT RATES (%) BRITISH COLUMBIA

	First 9 Months		
	1977	1976	1975
Male	7.3	7.6	7.9
Female	10.5	10.8	9.3
TOTAL:	8.6	8.9	8.4

SOURCE: Labour Force Survey, Statistics Canada

Educational Attainment

New data on the educational attainment of the labour force became available with the introduction of the Revised Labour Force Survey in 1976. It is published monthly in *The Labour Force*, Statistics Canada catalogue number 71-001.

B.C. ESTIMATES BY EDUCATIONAL ATTAINMENT SEPTEMBER 1977

(in 000's)

	Population 25+	Labour Force	Employ- ment	Unempl. Rate %	Unempl. Rate %
0 - 8 years	291	120	111	9	7.5
High School	1,033	647	588	59	9.1
Some Post secondary	210	144	134	10	6.7
Post secondary Certificate or Diploma	192	139	133	7	4.8
University Degree	166	127	124	4	2.8

SOURCE: Labour Force Survey, Statistics Canada

VOLUME OF ACTIVITY IN CANADA EMPLOYMENT CENTRES B.C./Y.T. REGION

	First 9 Months		
	1977	1976	% Change
Client Registrations	410,549	382,573	7.3
Vacancies Notified	115,809	107,380	7.8
Placements	88,880	80,910	9.9

OCCUPATIONAL DEVELOPMENTS

FORWARD OCCUPATIONAL IMBALANCE LISTING (F.O.I.L.) B.C./Y.T. REGION

FOIL provides short-term forecasts (two years) of manpower surpluses and shortages, an essential element in any active manpower policy. This information aids in adapting placement, counselling, training, mobility and job creation programs to labour market imbalances. Through use of FOIL data on a national basis, immigrants may be counselled on destinations in Canada where job opportunities are greatest.

The Regional Economic Services Branch, the Employer Services Branch, the Executive and Professional Division, and Area Manpower Planning Committees add their specialized knowledge of local labour markets to a common data base of occupational supply, demand and future growth rate indicators. Indicators are obtained from the Job Vacancy Survey, Unemployment Insurance data, Canada Employment Centre client and vacancy data plus Canadian Occupational Forecasting Program (COFOR) employment and growth estimates. The imbalances identified and the rankings assigned to them are comparable throughout Canada.

All regional results are reviewed by the Occupational Forecasts Division at National Headquarters. The whole is then integrated into a national publication which is produced four times a year at the end of January, April, July and October.

Ratings and Their Interpretations

Most occupational groups have some shortages or surpluses of manpower from time to time. The FOIL process is designed to identify those cases which

are likely to create serious problems for workers or employers over the next two years.

Occupations which are expected to have more workers than demanded are defined by the term "Manpower Surplus", while those with fewer workers than demanded are defined by the term "Manpower Requirement". Both classifications are assigned degrees of severity in terms of "Light", "Moderate", and "Extreme". Abbreviations for the six possible imbalance situations that result are:

RL — Manpower Requirement, Light
RM — Manpower Requirement, Moderate
RE — Manpower Requirement, Extreme

SL — Manpower Surplus, Light
SM — Manpower Surplus, Moderate
SE — Manpower Surplus, Extreme

The omission of an entry for an occupation implies an expected "balance" between the supply of and the demand for workers. Shortages and surpluses may coexist in an occupation. These situations may arise from mobility problems, differentials in skills offered and skills demanded, or from high turnover in an occupation.

Since the last B.C./Y.T. Region Manpower Review, the Forward Occupational Imbalance Listing has had two revisions. Information derived from the October 31, 1977 quarterly revision appears in the following tables.

For highly qualified manpower, almost all existing vacancies are for experienced individuals. In the skilled trades "Manpower Requirement" shows up more in those occupations where long apprenticeship training is necessary.

**Forward Occupational Imbalance Listing — B.C./Y.T. Region
(Third Quarter, 1977)**

Managerial, Administrative and Related Occupations

Financial Management Occupations	RL	For specific experience
Sales & Advertising Management Occupations	SM	
Purchasing Management Occupations	SE	
Services Management Occupations	SE	RL Okanagan-Kootenays
Production Management Occupations	SL	
Management Occupations, Construction	SE	
Construction Superintendents	RL	Shortages for highly qualified for dam sites
Management Occupations, Transport & Communications	SE	
Accountants, Auditors & Other Financial Officers	RL	For specific industry-related experience

Occupations in Natural Sciences, Engineering and Mathematics

Chemists	SM	Some vacancies for highly qualified
Geologists & Related	SM	Some vacancies for highly qualified
Physical Sciences, Technologists & Technicians	SM	
Biologists	SM	
Life Sciences, Technologists & Technicians	SM	
Occupations in Life Sciences, NEC*	SM	
Architects	SE	
Chemical Engineers	SL	
Civil Engineers	SL	Anticipated lay-offs
Electrical Engineers	RL	Experienced only
Industrial Engineers	RL	
Surveyors	SE	
Architectural Draughtsmen	SE	
Electrical Draughtsmen	RL	
Heat & Vent Draughtsmen	RL	
Mechanical Draughtsmen	SM	
Architectural Technologists	SM	
Electronic Engineering Technologists	SL	
Electronic Engineering Technicians	SL	
Systems Analysts, Business	RM	Vacancies at senior levels
Programmers, Business	RM	Vacancies at senior levels

Occupations in Social Sciences and Related Fields

Psychologists	SL	
Social Workers	SM	
Welfare & Community Services	SE	
Occupations in Law, NEC*	SL	
Librarians, Archivists	SM	
Educational & Vocational Counsellors	SE	Requirements in isolated areas
Other Occupations in Social Sciences, NEC*	SE	

**Not elsewhere classified*

Teaching and Related Occupations

University Teachers	SE
University Teachers, NEC*	SM
Elementary & Kindergarten Teachers	SE
Secondary School Teachers	SE
Community College Teachers	SE
Post-Secondary School Teachers, NEC*	SE
Other Teaching & Related, NEC*	SE

Occupations in Medicine and Health

Nurses, Graduate	SM	
Psychiatric Nurses	RM	
Therapists	RM	
Speech Therapists	RM	
Occupational Therapists	RM	
Physiotherapists	RM	
Pharmacists	SM	Very few positions for recent graduates
Medical Laboratory Technologists & Technicians	SL	
Dental Hygienists	RM	RL Okanagan-Kootenays
Dental Assistants	SL	

Artistic, Literary, Performing Arts

Cameramen & Photographers	SM
Occupational in Performing Arts, NEC*	SM

Clerical and Related Occupations

Secretaries, Stenographers	SL	
Stenographers, Legal	RL	
Typists, Clerk Typists	SL	SE Okanagan-Kootenays
Bookkeepers	SM	
Tellers, Cashiers	SM	Low wages, high turnover, increasing automation
E.D.P. Equipment Operators	SL	
Production Clerks	SL	
Stock Clerks	SM	
Receptionists	SE	SL North Central
Messengers	SM	
Collectors	SE	High turnover
Travel Clerks	SL	
Hotel Clerks	SE	
Personnel Clerks	SM	
General Office Clerks	SE	

Sales Occupations

Technical Salesmen	RL	Requirements for certain specialties
Salesmen, Commodities	SL	SM for South Vancouver Island
Sales Persons, Parts	RL	Only for qualified automotive and industrial partsmen
Sales Clerks, Commodities	SM	SE Okanagan-Kootenays
Service Station Attendants	SE	Surplus increasing with increase of self serve, SM Okanagan-Kootenays
Insurance Salesmen	RM	Life insurance, commission

*Not elsewhere classified

Forward Occupational Imbalance Listing (cont.)

Service Occupations

Chefs & Cooks	SM	
Cooks, Speciality Foods	RM	Chinese and Japanese
Bartenders	SE	Well qualified mixologists in demand
Waiters, Food & Beverage	SM	
Barbers, Hairdressers	RM	SL Vancouver Island
Cosmetologists	RM	North Central only
Hostesses, Stewards	SL	
Maids, Domestic	RL	

Forestry and Logging Operations

Timber Cutting & Related	RL	SL Okanagan-Kootenays
Log Hoisting	RL	SL Okanagan-Kootenays
Occupation in Labouring, Forestry & Logging	SL	

Mining, Quarrying including Oil and Gas Field Occupations

Blasting Occupations	SE	
Mining & Quarrying: Cutting Handling & Loading	RL	Demand expected to increase as mining activity recovers
Continuous Mining Machine Operators	RM	Coal mines
Occupations in Labouring, Mining & Quarrying	RM	
Fire Bosses	RM	
Miners, All-Round	RE	Shortages persist at E. Kootenay coal and lead-zinc mines

Processing Occupations

Mineral Ore Concentrators	RL	
Occupations in Labouring, Mineral Ore Treating	RL	
Food & Beverage Processing	SM	
Shake Sawyers	RL	Balanced Okanagan-Kootenays
Word Processing	SM	

Machining and Related Occupations

Tool and Die Making	RL	Specialties required
Machinists, General	RL	North Central only
Sheet Metal Workers	SL	
Welding	SM	Shortage of Welder-fitters at Fernie
Boilermakers	SE	Shipyard activity reduced
Structural-Metal Fabricators	RL	Okanagan-Kootenays only
Boilermakers, Erection & Repair	RL	

Product Fabricating, Assembling & Repairing

Electricians, Maintenance	RL	Requirements concentrated in isolated areas
Electrical Repairmen	RE	Fernie and Trail. RL North Central
Radio & Television Repairmen	RL	
Cabinetmakers, Wood Furniture Makers	SL	Surpluses mainly in Metro

Patternmaking, Textile Products	SL	
Tailors & Dressmakers	SE	
Upholsterers	SL	
Sewing Machine Operators	SL	SM Metro Vancouver
Moulding Occupations	SM	
Motor-Vehicle Mechanics & Repairmen	RL	For experienced and fully qualified. RM North Central
Body Repairmen	RL	For experienced and fully qualified. RM North Central
Aircraft Mechanics	SL	Possible layoffs
Millwrights	RE	RM Okanagan-Kootenays
Construction Equipment Mechanics	RE	
Diesel Mechanics	RE	RL Okanagan-Kootenays
Precision Instrument Repairers	RL	
Marine Craft Fabricators	SM	
Painters, Decorators	SM	

Construction Trades Occupations

Excavating, Grading	SL	Seasonal. SM Okanagan-Kootenays
Dragline Operators	RL	
Power Shovel Operators	RL	Demand will increase for high skill operators depending on mining and construction
Paving, Surfacing	SL	
Railway Sectionmen & Trackmen	SM	
Power Linemen	RL	Seasonal demand
Construction Electricians	SL	
Electricians	RL	North Central only
Carpenters & Related Occupations	SM	SE Okanagan-Kootenays
Carpenters, Maintenance	RE	Trail only
Masons	SM	
Tile Setters	RL	
Concrete Finishing	SL	
Plasterers	SM	
Painters	SL	
Boiler & Pipe Insulators	RL	
Roofers	SM	Highly seasonal, RM summer months
Plumbing, Pipefitting	SM	
Pipe Fitters, Maintenance	RL	RE E. Kootenay coal mines
Structural Metal Erectors	SL	Surplus decreasing over next two years
Glaziers	SM	

Transport Equipment Operating Occupations

Aircraft Crew	SM	Seasonal. RL experienced helicopter pilots
Deck Crew, Ship	SE	
Engine Crew, Ship	SM	
Truck Drivers	SL	SE Okanagan-Kootenays
Printing Pressmen	SM	
Bookbinding	SE	

MINIMUM WAGE RATES

General Minimum Rates for Experienced Adult Workers

Federal	\$2.90 effective April 1, 1976
Alberta	\$3.00 effective March 1, 1977
British Columbia	\$3.00 effective June 1, 1976
Manitoba	\$2.95 effective September 1, 1976
New Brunswick	\$2.80 effective November 1, 1976
Newfoundland	\$2.50 effective January 1, 1976
Nova Scotia	\$2.75 effective January 1, 1977
Ontario	\$2.65 effective March 15, 1976
Prince Edward Island	\$2.70 effective July 1, 1977
Quebec	\$3.15 effective July 1, 1977
Saskatchewan	\$3.00 effective January 1, 1977
Northwest Territories	\$3.00 effective June 7, 1976
Yukon Territory*	\$3.00 effective April 1, 1976

**Federal rate plus 10 cents.*

SOURCE: B.C. Ministry of Labour

Minimum Wage Rates for Young Workers and Students*

Federal	\$2.65 effective April 1, 1976 (Employees under 17)
Alberta	\$2.85 effective March 1, 1977 (Employees under 18)
Alberta	\$2.50 effective March 1, 1977 (Students under 18 employed part time)
British Columbia	\$2.60 effective June 1, 1976 (Employees 17 and under)
Manitoba	\$2.70 effective September 1, 1976 (Employees under 18)
Nova Scotia	\$2.50 effective January 1, 1977 (Underage Employees 14 to 18 years)
Ontario	\$2.15 effective March 15, 1976 (Students under 18 employed for not more than 28 hours in a week or during a school holiday)
Prince Edward Island	\$2.35 effective July 1, 1977 (Employees under 18)
Quebec	\$2.95 effective July 1, 1977 (Employees under 18)
Northwest Territories	\$2.55 effective June 7, 1976 (Employees under 17)

**New Brunswick, Newfoundland, Saskatchewan and Yukon Territory have no special rates for young workers or students.*

CANADA EMPLOYMENT CENTRES BRITISH COLUMBIA/YUKON REGION



CANADA EMPLOYMENT CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon, Williams Lake

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Langley, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria

KAMLOOPS: Dawson Creek, Kamloops, Kelowna, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

Prepared by:

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Key indicators of local labour market conditions showed encouraging improvement during the first nine months of 1977. Employment in the Metro Vancouver Area expanded by about 17,000 jobs, outstripping growth of the labour force. Average unemployment rates dropped by nearly a full percentage point. Unfortunately the message presented by these indicators is somewhat less encouraging when one recognizes that the gains were in comparison to a period of unusually slow growth in the first three quarters of 1976 and that labour force growth was catching up with employment growth through the first three quarters of 1977. The large share of reported growth that can be attributed to governments' job creation programs may also dampen some of the optimism generated by the aggregate measures.

The employment gains reported were the product of a mild recovery of the service industries and of increased job creation activity by both federal and provincial governments. Greatly reduced time lost due to labour disputes also contributed to the increases. The improved employment opportunities seem to have pulled additional persons into active participation in the local labour market. Participation rates again rose in line with long term trends after a period of unusual stability which accompanied very slow employment growth in 1976 and early 1977. The increase in participation rates was accompanied by a renewed net inflow of migrants, probably also in response to improved employment opportunities here. These responses by the "supply side" of the labour market lagged slightly behind employment expansion. The local labour force increased by about 13,000 persons while employment grew by approximately 17,000. As a result, **employment rates** improved considerably. (The employment rate is simply the proportion of the working age population which is employed.)

AVERAGE EMPLOYMENT RATES (%) VANCOUVER CMA*

	1977	1976	1975
First Quarter	57.3	57.3	57.8
Second Quarter	60.5	58.7	60.4
Third Quarter	61.5	60.6	59.8
Fourth Quarter	-	58.7	58.0
Annual	-	58.8	59.0

SOURCE: *Labour Force Survey, Statistics Canada*

* *Census Metropolitan Area*

The mild improvements in local labour market conditions have generated increases in vacancies notified to local Canada Employment Centres (C.E.C.'s). Gains were concentrated in the second quarter, with at least half of the increases associated with the expanded Canada Works and Young Canada Works programs. The average stock of unemployed clients available for referral to these vacancies continues to expand beyond levels reported in 1976.

TOTAL JOB VACANCIES NOTIFIED TO CANADA EMPLOYMENT CENTRES METRO VANCOUVER

	1977	1976	% Change
First Quarter	11,115	11,178	-0.5
Second Quarter	17,666	14,579	+21.2
Third Quarter	14,829	14,968	-1.0
Fourth Quarter	-	13,345	-
Annual	-	54,070	-

Additional aggregate measures of labour market conditions in the Metro Vancouver Area became available in April, 1977. At that time, Statistics Canada began to release estimates of the absolute sizes of labour market components for the Vancouver CMA (Census Metropolitan Area) and for Economic Region 95 (The Lower Fraser Area). Until April, only

participation rates and unemployment rates were available for these areas. Neither of these geographic areas perfectly accords with the Metro Vancouver Management Area of the Canada Employment and Immigration Commission. The Vancouver CMA is smaller than the Metro Vancouver Management Area, and Region 95 extends into two other management areas, but excludes the Squamish-Pemberton sector of the Metro Vancouver Management Area.

AVERAGE LABOUR MARKET ESTIMATES, 1977 VANCOUVER CMA*

	Third Quarter	Second Quarter
Population 15+	946,000	918,000
Participation Rate	66.7%	65.3%
Labour Force	631,000	599,000
Employed	582,000	556,000
Employment Rate	61.5%	60.5%
Unemployed	49,000	44,000
Unemployment Rate	7.8%	7.3%

SOURCE: Labour Force Survey, Statistics Canada

* Census Metropolitan Area

EMPLOYMENT

During the first three quarters of 1977, the Metro Vancouver Area captured slightly more than one half of the additional jobs created in the B.C. economy. Most of the Area's increases in employment can be attributed to a mild resurgence of the tertiary sector, and to job creation programs. The small primary sector and the larger secondary industries showed virtually no growth over depressed employment levels reported in 1976.

Employment in the *manufacturing* sector in the Metro Area apparently contributed nothing to overall employment growth. Increases in employment at local wood products manufacturers were offset by layoffs in other sub-sectors. Local shipyards reduced employment slightly from the very low levels of 1976. The absence of new large contracts has cut

work in this sector to completion of three large vessels and to normal repair and maintenance of local tug and barge fleets. Speculation about future contracts centres on discussion of the proposed floating drydock facility, and on proposed additions to the Canadian Forces' fleet.

Reduced activity at the local shipyards and the complete closure of the B.C. Rail railcar manufacturing plant at Squamish released a large number of skilled tradesmen in the local labour market. Employers report that many of these persons have moved outside the Area to find employment. Local CEC's still are reporting slight shortages of stationary engineers, sawfitters, saw filers, and heavy duty mechanics for maintenance work.

Employment in the *construction* sector in the Metro Vancouver Area remained weak through the first three quarters of 1977. Continued excess capacity of office space in the downtown core has reduced construction of office towers to one relatively small new project. No other new towers are expected over the near term; ready absorption of workers currently completing several projects is unlikely. Employment in the large residential construction sector also is relatively weak. Housing starts to September were below levels reported in 1976. Approximately 1,200 newly completed and unoccupied houses and duplexes, and a much larger supply of condo-

VALUE OF BUILDING PERMITS METRO VANCOUVER*

(in 000's)

	First 9 Months		
	1977	1976	% Change
Residential	415	418	-0.7
Commercial	138	172	-20.1
Institutional	105	58	+81.7
Industrial	78	65	+20.6
Total	736	713	+3.2

* From reports for 26 local areas within the management area.

Metro Vancouver Area (cont.)

minium units are currently on the market. Building permit data and lists of projects expected indicate that the main growth area within the construction sector is the institutional construction sector. Planned expansions of hospital facilities dominate the outlook for this sector.

In the large tertiary sector, employment growth has been strongest in the community, business and personal services. Employment in the *transportation communications and other utilities* sector remains at levels established in 1975. Re-location of a major trucking firm to Alberta, and continued cutbacks by a major air carrier are conspicuous examples of adjustments that seem to have offset effects of increased demand for services of the transportation industry by the export producing industries.

The expenditure of \$80 million on grain terminals is one bright spot in the medium term picture for this sector. Others include expected increases in activity associated with pipeline construction, and continued slow growth of export oriented primary industries.

Employment in the *trade* sector also has been disappointing. Statistics Canada's monthly survey of larger employers (i.e. with 20 or more employees) has indicated reductions in the employment indices for the retail trade sector over the first half of 1977. This reduction has occurred in spite of an increase of approximately 11 per cent in the dollar value of retail sales in the area. (Deflation to "real" value would still show a slight increase in sales). Completion of the large Lansdowne Park Shopping centre in Richmond in September could offset employment losses reported earlier in 1977. The only large project which will make significant contributions to employment in this sector over the next two years are the Park Royal Centre expansion (near completion) on the North Shore and the very large Barnet

shopping centre in Coquitlam. Construction of this latter project has just started; completion in 1979 is planned. Some market analysts predict that this will be the last large complex built in the Area for several years.

The larger firm employment survey estimates show continued strong growth of employment in the *finance, insurance, and real estate* sector. Year to year increases in the employment index averaged about 15 per cent through the first half of 1977. Increases reported were largest in the insurance and real estate sectors. However, the finance sector also is growing rapidly—by about 7 per cent per year.

Slower growth was estimated for the *community, business, and personal services* sector, but the large size of this sector makes even slow growth important in numbers of new jobs. (This sector accounts for an average of about 180,000 jobs in the Area.) Employment in the *hotels, restaurants, and taverns* sector expanded in spite of U.S. tax legislation which limited growth of U.S. conventions in the Vancouver area. This area is very vulnerable to such changes, with approximately 30 per cent of convention business coming from the U.S. At mid-year, local hotels still were projecting about a 5 per cent improvement in convention business, with bookings for about 275 conventions worth an estimated \$40 million to the local economy. By mid-year, employment growth in the *business services* sector had moderated sharply from the gains of about 10 per cent per annum recorded in 1976. Part of this moderation was attributed to reduced business overseas at local consulting/engineering firms. The large Canada Works and Young Canada Works programs of 1977 provided a significant contribution to employment in the services sectors, particularly in the health and welfare services. In fact, these programs of the Job Creation Branch accounted for nearly 15 per cent of all vacancies notified to Area CEC's during the peak month of activity.

LABOUR FORCE

Net in-migration to the Metro Vancouver Area resumed in 1977, after a period of unusual outflows in 1976. Over the first nine months of 1977, in-migration contributed to an increase of about 1.6 per cent in the size of the population of working age. Although this growth was a marked change from the experience of 1976, the rate of increase was small in comparison to changes experienced in the early 1970's, and was slightly slower than population gains outside the Metro Area.

The proportion of this working age population which is actively involved in the labour market remained nearly static through the last half of 1976 and the first quarter of 1977. But growth in the participation rate resumed in the second and third quarters of 1977 as improved employment opportunities in both the private and the public sectors seemed to pull more persons into the labour force. By September the participation rate for the Vancouver CMA again was climbing at a rate of about 1.8 per cent per year.

The combined effects of renewed population growth and increases in the participation rate generated an increase of about 13,000 persons in the Area's labour force between the third quarters of 1976 and 1977. Estimates now available from the Labour Force Survey indicate that approximately 665,000 persons in the labour force reside in the Metro Vancouver Management Area. (Estimates for the smaller Vancouver CMA were presented in the table on page .) This represents an increase of about 2 per cent in the size of the Area's labour force over the last year.

Resurgence of growth in the local labour force pushed the Area's unemployment rates upward again during the second and third quarters of 1977. Unemployment rates had dropped substantially during the last half of 1976 and first quarter of 1977 when the labour force growth was very slow. Although accelerated growth of the labour force has put upward pressure on Area unemployment, unemployment rates still are lower than those reported in 1976. Average levels of unemployment for the first nine months have dropped by about 4,000 between 1976 and 1977.

AVERAGE PARTICIPATION RATES (%) VANCOUVER CMA*

	1977	1976
First Quarter	62.5	62.7
Second Quarter	65.3	64.7
Third Quarter	66.7	65.9
Fourth Quarter	-	63.0
Annual	-	64.1

SOURCE: *Labour Force Survey, Statistics Canada*

* Census Metropolitan Area

AVERAGE UNEMPLOYMENT RATES (%) VANCOUVER CMA*

	1977	1976
First Quarter	8.4	8.6
Second Quarter	7.3	9.3
Third Quarter	7.8	8.1
Fourth Quarter	-	6.8
Annual	-	8.2

SOURCE: *Labour Force Survey, Statistics Canada*

* Census Metropolitan Area

AREA DEVELOPMENTS

VANCOUVER ISLAND AREA

Prepared by:

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VANCOUVER, B.C. ph. 666-1134

High unemployment continued as the most obvious aspect of labour market conditions for the Vancouver Island Area during 1977.

During the first three quarters of 1977 unemployment rates, measured through the Labour Force Survey, ran somewhat ahead of the levels of last year. The following table gives these rates and the previous comparisons.

AVERAGE UNEMPLOYMENT RATES (%) VANCOUVER ISLAND AREA

	1977	1976	1975
First Quarter	11.1	9.1	10.6
Second Quarter	9.4	8.4	9.2
Third Quarter	8.8	8.1	10.1
Fourth Quarter	-	8.8	7.8

SOURCE: *Labour Force Survey, Statistics Canada*

Unemployment rates were also slightly above the 1975 levels, with the exception of the third quarter of 1977 compared to the same period 1975. In 1975, this third quarter reflected the economic conditions of so many forest-based Island communities when massive lay-offs in sawmills and logging divisions depressed employment levels both in the basic forestry industries, as well as in the trade and service sectors supporting workers in these basic industries.

This reference to the extremely severe economic conditions of mid to late 1975 has been made to provide a clearer understanding of the somewhat different nature of unemployment during the 1976 to 1977 period.

The basic economies of many Island communities, where forestry related activity provides a large part of employment for residents, did improve considerably over the 1976 to 1977 period. Sawmill and logging activity, and employment levels increased progressively into recent months against a back-

ground of increased lumber demand and rising prices, helped by the decline of the Canadian dollar during this year. Most producers re-called workers, and, in fact, increased their workforces to the previously high level of 1973/74. The *lumber industry* is therefore enjoying much better economic health than it was a couple of years ago, and unlike the case in 1975, is not contributing to the high unemployment levels in the present labour market.

However, this industry has not been able to offer, apart from rare exceptions like the new Doman mill near Duncan, any increases in employment opportunities above those available at the previous lumber market boom of 1973.

The other major forestry based industry of Vancouver Island, the *pulp and paper manufacturing* industry, maintained fairly good levels of operation and employment during 1976, but has been facing increasingly poorer market conditions during 1977. Some fairly short-term down-time has occurred in an attempt to curtail the high build-up of inventory; other than some summer replacement work, this industry has certainly not offered many job opportunities to the Vancouver Island labour market. This industrial sector has, in addition, not added to its capacity to employ more people; major investment plans in this sector over the last few years have covered pollution control programs, and, in some cases, changing the production process to enhance productivity and reduce labour costs.

AVERAGE PARTICIPATION RATES (%) VANCOUVER ISLAND AREA

	1977	1976	1975
First Quarter	58.0	57.1	57.0
Second Quarter	59.6	57.8	57.3
Third Quarter	58.2	59.2	58.1
Fourth Quarter	-	59.0	57.5

SOURCE: *Labour Force Survey, Statistics Canada*

At the same time, the measure of persons active in the labour market, shown through participation rates from the Labour Force Survey, indicates substantially more people are in the labour market than during 1975. (The participation rate measures labour force members as a proportion of the working age population, or those over fifteen years of age.)

A well publicized cause of labour force growth at this period of time is, of course, the movement of young persons from educational activity into full-time, full-year labour market activity as they reach the ages of 20 to 24 years. In addition, the extremely sluggish conditions of 1975 in the forestry industry, when so many prime age workers were laid off, would have inhibited potential job seekers from joining the labour market; it appears that some of these persons came into the labour market during 1976 while the sawmill sector was rebuilding its employment levels.

As already noted, despite the relatively high level of employment in the sawmill and logging sectors, the wood products industries have not expanded beyond the levels of 1973/74, and have therefore not provided new employment opportunities for newcomers to the labour market.

This does, obviously, offer an overly simplified explanation of the continued unemployment that is so noticeable in many Island communities in spite of good operation of local wood products mills. But it does point out the labour market consequences of the dearth in capital investment industrial plants that has been commented on frequently over the past few years. Of course, many other industries are important employment and income sources for Vancouver Island residents and local economies.

Construction, which provided good employment opportunities for much of 1976, has been operating at a much reduced level during 1977. This has been especially noticeable in the residential construction field. A large inventory of unsold houses and condominium units at the start of 1977 in most Vancouver Island communities has led to far fewer starts during this year. In many cases, Government

assistance to the development of lower cost sale or rental units has been the only source for developers in the construction industry. The Victoria Metropolitan area, helped by these programs, has maintained a level of starts for the January to September period of 2,760, despite an inventory of approximately 1,000 units unfilled for most of the year. This number of starts is 20 per cent less than the same period of a year ago. The number of units actually under construction at the end of September in Victoria were 2,250 compared to 3,240 a year ago. This type of comparison best points out the relative employment, and therefore unemployment, of construction workers primarily involved in residential work.

Tourism, another major employment source for Vancouver Island Area residents, showed a considerable increase in activity during the summer of 1977, with the added benefit of a slightly extended season as the weather and the lower Canadian dollar co-operated in drawing tourists to Vancouver, especially Victoria, until the end of September. However, the increase in volume of tourist traffic did not translate into an equivalent increase in tourist related employment.

Many hotels and restaurants on Vancouver Island barely survived financially the bad 1976 tourist season and virtually all tourist establishments faced cost pressures during this latest season that precluded their hiring of workers proportionately to the increase in traffic. Some owner-operator establishments felt unable to hire summer workers as they had in previous summers, while larger establishments looked for increases in productivity. Despite these problems, tourism did generate a good level of income into the Island economy and allowed for some employment opportunities during the summer months - certainly at a better level than 1976.

The total service sector, including tourism and community services, has been generating a much higher proportion of job opportunities in the labour market than the manufacturing and other goods producing industries during this year. The manufacturing industries and the logging sector

Vancouver Island Area (cont.)

which experienced high turnover problems a few years ago are now experiencing little turnover; their replacement needs translated into vacancies in the job market are relatively fewer now.

Although not all job opportunities are notified to Canada Employment Centres, the count of vacancies through the Employment offices does give an indication of the industrial employment trends in the Vancouver Island labour markets. The following table gives the January to September total of vacancies made available through Area Employment Centres, and the Industrial distribution of these vacancies.

TOTAL VACANCIES NOTIFIED TO CANADA EMPLOYMENT CENTRES VANCOUVER ISLAND AREA (Selected Industries)

	First 9 Months		Approx. Change
	1977	1976	
Forestry	1,340	1,900	-500
Mining	70	110	-40
Manufacturing	2,430	3,590	-1,200
(Wood Products)	(700)	(400)	(+300)
(Pulp & Paper)	(950)	(1,560)	(-600)
Construction	950	1,430	-500
Transportation, Communications & Other Utilities	710	580	+100
Trade	2,220	2,050	+200
Finance, Insurance & Real Estate	570	560	-
Community, Business & Personal Services	8,070	6,870	+1,200
Public Admin. & Defence	3,600	3,210	+400
Total all Industries	20,300	21,100	

One of the best overall measures of activity in the labour market is the *employment rate*, which is derived from the Labour Force measures of participation and unemployment. The employment rate shows employment (filled jobs) as a percentage of the working-age population.

AVERAGE EMPLOYMENT RATES (%) VANCOUVER ISLAND AREA

	1977	1976	1975
First Quarter	51.5	52.0	51.0
Second Quarter	54.0	52.8	52.0
Third Quarter	53.0	54.4	52.2
Fourth Quarter	-	53.8	53.0

The employment rate for Vancouver Island has certainly not moved consistently upward from the economic low period of 1975. However, on average, the employment rate change to 1977 does show a larger proportion of the working-age population of Vancouver Island at work, and does indicate higher employment levels with more consumer income and slightly healthier economies for many communities. The unemployment rate, looked at against this some, but not too much, employment growth scenario, reinforces the comment that there has not been sufficient employment growth to provide opportunities for new-comers to the labour market.

The Labour Force Survey has recently produced estimates of working-age population, labour force, employment, and unemployment for Vancouver Island and Victoria.

This material has not been available for a sufficient period to develop any trend or comparative numbers over time. The following table is therefore given for current information.

AVERAGE LABOUR MARKET ESTIMATES* 1977

	Third Quarter	Second Quarter
Vancouver Island Region		
Population 15+	346,000	349,000
Labour Force	201,000	208,000
Employment	183,000	188,000
Unemployment	18,000	20,000
Victoria Metro		
Population 15+	174,000	175,000
Labour Force	104,000	104,000
Employment	95,000	94,000
Unemployment	9,000	9,000

*Numbers may not add due to rounding off.

SOURCE: Labour Force Survey, Statistics Canada

Patternmaking, Textile Products	SL	
Tailors & Dressmakers	SE	
Upholsterers	SL	
Sewing Machine Operators	SL	SM Metro Vancouver
Moulding Occupations	SM	
Motor-Vehicle Mechanics & Repairmen	RL	For experienced and fully qualified. RM North Central
Body Repairmen	RL	For experienced and fully qualified. RM North Central
Aircraft Mechanics	SL	Possible layoffs
Millwrights	RE	RM Okanagan-Kootenays
Construction Equipment Mechanics	RE	
Diesel Mechanics	RE	RL Okanagan-Kootenays
Precision Instrument Repairers	RL	
Marine Craft Fabricators	SM	
Painters, Decorators	SM	

Construction Trades Occupations

Excavating, Grading	SL	Seasonal. SM Okanagan-Kootenays
Dragline Operators	RL	
Power Shovel Operators	RL	Demand will increase for high skill operators depending on mining and construction
Paving, Surfacing	SL	
Railway Sectionmen & Trackmen	SM	
Power Linemen	RL	Seasonal demand
Construction Electricians	SL	
Electricians	RL	North Central only
Carpenters & Related Occupations	SM	SE Okanagan-Kootenays
Carpenters, Maintenance	RE	Trail only
Masons	SM	
Tile Setters	RL	
Concrete Finishing	SL	
Plasterers	SM	
Painters	SL	
Boiler & Pipe Insulators	RL	
Roofers	SM	Highly seasonal, RM summer months
Plumbing, Pipefitting	SM	
Pipe Fitters, Maintenance	RL	RE E. Kootenay coal mines
Structural Metal Erectors	SL	Surplus decreasing over next two years
Glaziers	SM	

Transport Equipment Operating Occupations

Aircraft Crew	SM	Seasonal. RL experienced helicopter pilots
Deck Crew, Ship	SE	
Engine Crew, Ship	SM	
Truck Drivers	SL	SE Okanagan-Kootenays
Printing Pressmen	SM	
Bookbinding	SE	

MINIMUM WAGE RATES

General Minimum Rates for Experienced Adult Workers

Federal	\$2.90 effective April 1, 1976
Alberta	\$3.00 effective March 1, 1977
British Columbia	\$3.00 effective June 1, 1976
Manitoba	\$2.95 effective September 1, 1976
New Brunswick	\$2.80 effective November 1, 1976
Newfoundland	\$2.50 effective January 1, 1976
Nova Scotia	\$2.75 effective January 1, 1977
Ontario	\$2.65 effective March 15, 1976
Prince Edward Island	\$2.70 effective July 1, 1977
Quebec	\$3.15 effective July 1, 1977
Saskatchewan	\$3.00 effective January 1, 1977
Northwest Territories	\$3.00 effective June 7, 1976
Yukon Territory*	\$3.00 effective April 1, 1976

*Federal rate plus 10 cents.

SOURCE: B.C. Ministry of Labour

Minimum Wage Rates for Young Workers and Students*

Federal	\$2.65 effective April 1, 1976 (Employees under 17)
Alberta	\$2.85 effective March 1, 1977 (Employees under 18)
Alberta	\$2.50 effective March 1, 1977 (Students under 18 employed part time)
British Columbia	\$2.60 effective June 1, 1976 (Employees 17 and under)
Manitoba	\$2.70 effective September 1, 1976 (Employees under 18)
Nova Scotia	\$2.50 effective January 1, 1977 (Underage Employees 14 to 18 years)
Ontario	\$2.15 effective March 15, 1976 (Students under 18 employed for not more than 28 hours in a week or during a school holiday)
Prince Edward Island	\$2.35 effective July 1, 1977 (Employees under 18)
Quebec	\$2.95 effective July 1, 1977 (Employees under 18)
Northwest Territories	\$2.55 effective June 7, 1976 (Employees under 17)

*New Brunswick, Newfoundland, Saskatchewan and Yukon Territory have no special rates for young workers or students.

AREA DEVELOPMENTS

OKANAGAN-KOOTENAYS AREA

Prepared by:

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The upturn in the Area's logging and sawmilling operations which developed during 1976 persisted into 1977 providing continued strength to the Area's economy. As indicated below, log production and lumber shipments for the January-September period both increased by approximately twenty per cent in the wake of a thirty per cent jump between 1975 and 1976.

LUMBER PRODUCTION OKANAGAN-KOOTENAYS AREA

	First 9 Months	
	1977	1976
Timber Scale (Million Cubic Feet)		
Thompson-Nicola-Okanagan Shuswap Area	143.0	117.1
Kootenay Area	226.4	178.0
Clinton-Williams Lake- Quesnel Area	168.7	153.5
Total, Above Areas	538.1	448.6
Carload Lumber Shipments (Million Board Feet)		
Southern Interior	1932.6	1549.7
Clinton-Williams Lake- Quesnel Area	1077.9	938.6
Total, Above Areas	3010.5	2488.3

SOURCE: B.C. Forest Service

However, as in 1976, the Area's three pulp mills again curtailed production this year for two to four week intervals as depressed markets continued to plague the industry.

Other sectors which were more active in 1977 included non-forest based manufacturing, retail trade and hospitality services. The downturn in construction which prevailed in 1976 however, continued into the current period.

As indicated below, residential building declined for the second successive year.

DWELLING UNIT STARTS OKANAGAN-KOOTENAYS AREA

	First 9 Months	
	1977	1976
Okanagan Area	2,338	2,799
Kootenay Area	949	1,155
Kamloops-Williams Lake Area	1,170	1,335
Total	4,457	5,289

SOURCE: Monthly Building Reports & Statistics Canada

Although housing activity was down in the Area, substantial increases did occur in several urban areas, notably Cranbrook, Revelstoke, Williams Lake, and Vernon and also in the Thompson-Nicola and Columbia-Shuswap census divisions.

In the primary industries, mineral production remained quite stable in 1977 even though the market for both coal and copper continued to deteriorate during the current period. Little change, however, occurred in the agricultural sector overall.

Employment statistics for establishments with twenty or more employees, as listed below for the period January-July, indicate that expansion in the work force occurred in the Okanagan and Kootenay divisions during 1977, but declined slightly in the Kamloops trading area.

ESTIMATED AVERAGE EMPLOYMENT OKANAGAN-KOOTENAYS AREA

	January to July		
	1977	1976	% Change
East Kootenay	6,655	5,963	11.6
West Kootenay	11,325	11,104	2.0
Okanagan-Grand Forks	16,046	15,641	2.6
Total Okanagan-Kootenay Area	34,026	32,708	4.0
Kamloops Trading Area	10,023	10,160	-1.3
Total, Above Areas	44,049	42,868	2.8

SOURCE: Statistics Canada

The strong expansion indicated for the East Kootenays in this survey is misleading in that no allowance has been made for strike-bound workers at "Fording" Coal during May and June, 1976 who would be classified as still employed under labour force survey concepts. Adjustment for these union members would reduce growth for 1977 in the East Kootenay to approximately 3.8 per cent. Likewise, the Okanagan-Kootenay rate would drop to 2.6 per cent and that of the four divisions in total to 1.7 per cent.

Okanagan-Kootenays Area (cont.)

Noteworthy employment developments in the Area for 1977 are listed in the table below.

EMPLOYMENT DEVELOPMENTS, 1977 OKANAGAN-KOOTENAYS AREA		
Establishment	Project	Employment
Afton Mines Ltd, Kamloops	New open pit copper mine	250
Brynnor Mines, Boss Mountain (100 Mile Area)	Expansion	40
Atco Industries Ltd, Penticton	New Mobile and modular home plant	125
Trail Manufacturing Ltd Trail	Re-opening chain saw plant	30
Komori Lumber Clinton	Closure sawmill	(50)
Creston Valley Foods Ltd, Creston	New food processing plant	75
Homco Industries Ltd, Kelowna	Closure mobile home plant	(200)
Tamarack Properties Ltd, Cranbrook	Major new shopping centre	600
Kelowna General Hospital, Kelowna	Expansion, 100 beds	100
Trail Intermediate Care Home Society Trail	Intermediate Care Hospital, 50 84 bed	

Operational statistics compiled at the Area's Employment Centres, listed below, indicate that employment activity accelerated during 1977. The number of job vacancies notified by employers between January and September rose by approximately 13 per cent over the same period of 1976; a similar increase occurred in placements. As separate farm labour offices recruit and dispatch the bulk of the agricultural workers in the Area, this sector has been excluded in the undernoted statistics.

SELECTED OPERATIONAL STATISTICS CANADA EMPLOYMENT CENTRES OKANAGAN-KOOTENAYS AREA		
	First 9 Months	
Vacancies Notified	1977	1976
Okanagan Offices	8,824	8,335
Kootenay Offices	7,314	6,040
Kamloops-Williams Lake Offices	7,446	6,339
Area Total	23,584	20,714
Placements		
Okanagan Offices	6,789	6,462
Kootenay Offices	6,107	5,087
Kamloops-Williams Lake Offices	5,658	4,888
Area Total	18,554	16,437

Although employment expanded during 1977, the impact on unemployment was largely offset by a substantial increase in labour force participation. For the first nine months of the year, the participation rate ranged from a low of 52.2 per cent in the Okanagan-Kootenay Boundary area to 56.1 per cent in the Columbia-Shuswap-Central Kootenay region, and 65.7 per cent in the East Kootenay regional district, well above the 52.4 per cent of 1976 for these five census divisions combined. As indicated below, a marked increase occurred in three of the Area's four economic regions between the first and third quarters of 1977, attributable in part to seasonal factors.

*AVERAGE PARTICIPATION RATES (%) BY ECONOMIC REGION, 1977 OKANAGAN-KOOTENAYS AREA		
	First Quarter	Third Quarter
East Kootenay	64.6	63.7
Central Kootenay-Columbia-Shuswap	53.3	58.4
Okanagan-Kootenay Boundary	48.6	56.5
Thompson-Nicola-Squamish-Lillooet	59.4	68.7
British Columbia	60.1	63.7

** Labour Force (employed and unemployed) as a percentage of population 15 years and over.*

SOURCE: Labour Force Survey, Statistics Canada

Although a significant increase in labour force participation occurred in three of the above economic regions between the first and third quarters of 1977, unemployment declined in all four areas. A substantial drop was recorded in both the East Kootenay and "Okanagan-Kootenay Boundary" regions. Seasonal expansion of employment largely contributes to the reduced unemployment levels, particularly in the Okanagan.

AVERAGE UNEMPLOYMENT RATES (%) BY ECONOMIC REGION, 1977 OKANAGAN-KOOTENAYS AREA		
	First Quarter	Third Quarter
East Kootenay	9.8	6.1
Central Kootenay-Columbia-Shuswap	8.1	7.8
Okanagan-Kootenay Boundary	11.7	7.3
Thompson-Nicola-Squamish-Lillooet	11.8	11.5
British Columbia	9.5	8.1

SOURCE: Labour Force Survey, Statistics Canada

AREA DEVELOPMENTS

OKANAGAN-KOOTENAYS AREA

Prepared by:

D.M. Roussel,
Okanagan-Kootenays Area Economist,
KAMLOOPS, B.C. ph. 372-2584

The upturn in the Area's logging and sawmilling operations which developed during 1976 persisted into 1977 providing continued strength to the Area's economy. As indicated below, log production and lumber shipments for the January-September period both increased by approximately twenty per cent in the wake of a thirty per cent jump between 1975 and 1976.

LUMBER PRODUCTION OKANAGAN-KOOTENAYS AREA

First 9 Months
1977 1976

Timber Scale (Million Cubic Feet)

Thompson-Nicola-Okanagan Shuswap Area	143.0	117.1
Kootenay Area	226.4	178.0
Clinton-Williams Lake- Quesnel Area	168.7	153.5
Total, Above Areas	538.1	448.6

Carload Lumber Shipments
(Million Board Feet)

Southern Interior	1932.6	1549.7
Clinton-Williams Lake- Quesnel Area	1077.9	938.6
Total, Above Areas	3010.5	2488.3

SOURCE: B.C. Forest Service

However, as in 1976, the Area's three pulp mills again curtailed production this year for two to four week intervals as depressed markets continued to plague the industry.

Other sectors which were more active in 1977 included non-forest based manufacturing, retail trade and hospitality services. The downturn in construction which prevailed in 1976 however, continued into the current period.

As indicated below, residential building declined for the second successive year.

DWELLING UNIT STARTS OKANAGAN-KOOTENAYS AREA

First 9 Months
1977 1976

Okanagan Area	2,338	2,799
Kootenay Area	949	1,155
Kamloops-Williams Lake Area	1,170	1,335
Total	4,457	5,289

SOURCE: Monthly Building Reports & Statistics Canada

Although housing activity was down in the Area, substantial increases did occur in several urban areas, notably Cranbrook, Revelstoke, Williams Lake, and Vernon and also in the Thompson-Nicola and Columbia-Shuswap census divisions.

In the primary industries, mineral production remained quite stable in 1977 even though the market for both coal and copper continued to deteriorate during the current period. Little change, however, occurred in the agricultural sector overall.

Employment statistics for establishments with twenty or more employees, as listed below for the period January-July, indicate that expansion in the work force occurred in the Okanagan and Kootenay divisions during 1977, but declined slightly in the Kamloops trading area.

ESTIMATED AVERAGE EMPLOYMENT OKANAGAN-KOOTENAYS AREA

January to July

1977 1976 % Change

East Kootenay	6,655	5,963	11.6
West Kootenay	11,325	11,104	2.0
Okanagan-Grand Forks	16,046	15,641	2.6
Total Okanagan-Kootenay Area	34,026	32,708	4.0
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The strong expansion indicated for the East Kootenays in this survey is misleading in that no allowance has been made for strike-bound workers at "Fording" Coal during May and June, 1976 who would be classified as still employed under labour force survey concepts. Adjustment for these union members would reduce growth for 1977 in the East Kootenay to approximately 3.8 per cent. Likewise, the Okanagan-Kootenay rate would drop to 2.6 per cent and that of the four divisions in total to 1.7 per cent.

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Operational statistics compiled at the Area's Employment Centres, listed below, indicate that employment activity accelerated during 1977. The number of job vacancies notified by employers between January and September rose by approximately 13 per cent over the same period of 1976; a similar increase occurred in placements. As separate farm labour offices recruit and dispatch the bulk of the agricultural workers in the Area, this sector has been excluded in the undernoted statistics.

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Although employment expanded during 1977, the impact on unemployment was largely offset by a substantial increase in labour force participation. For the first nine months of the year, the participation rate ranged from a low of 52.2 per cent in the Okanagan-Kootenay Boundary area to 56.1 per cent in the Columbia-Shuswap-Central Kootenay region, and 65.7 per cent in the East Kootenay regional district, well above the 52.4 per cent of 1976 for these five census divisions combined. As indicated below, a marked increase occurred in three of the Area's four economic regions between the first and third quarters of 1977, attributable in part to seasonal factors.

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British Columbia	60.1	63.7

* Labour Force (employed and unemployed) as a percentage of population 15 years and over.

SOURCE: Labour Force Survey, Statistics Canada

Although a significant increase in labour force participation occurred in three of the above economic regions between the first and third quarters of 1977, unemployment declined in all four areas. A substantial drop was recorded in both the East Kootenay and "Okanagan-Kootenay Boundary" regions. Seasonal expansion of employment largely contributes to the reduced unemployment levels, particularly in the Okanagan.

AVERAGE UNEMPLOYMENT RATES (%) BY ECONOMIC REGION, 1977 OKANAGAN-KOOTENAYS AREA

	First Quarter	Third Quarter
East Kootenay	9.8	6.1
Central Kootenay-Columbia-Shuswap	8.1	7.8
Okanagan-Kootenay Boundary	11.7	7.3
Thompson-Nicola-Squamish-Lillooet	11.8	11.5
British Columbia	9.5	8.1

SOURCE: Labour Force Survey, Statistics Canada

Occupationally, unemployment was most pronounced in the construction, clerical, sales service and professional-technical classifications. The following summary of unemployed clients registered at Canada Employment Centres over the first nine months of 1977 provides an indicator of the occupational composition of unemployed workers in the Area for the current year.

**AVERAGE NUMBER UNEMPLOYED
CLIENTS REGISTERED WITH OKANAGAN-
KOOTENAYS C.E.C.'s**
(January to September 1977)

Occupational Group	Number of	
	Clients	Main Occupations
Construction Trades	5,523	Carpenters, construction labourers, excavating and grading occupations
Clerical & Related	4,474	General office clerks, secretaries & stenos, bookkeepers, receptionists, tellers & cashiers
Service	3,179	Waitresses, chambermaids, cooks, janitors, service station attendants; quite seasonal
Administrative, Professional & Technical	2,152	Teachers, nurses & related, surveyors, social workers
Sales	2,100	Sales clerks, salesmen including commercial travellers
Farming & Horticultural	1,396	Heavy to seasonal farm labour, Okanagan
Processing	1,395	Labourers, sawmill & wood processing plants
Forestry & Logging	1,133	Fallers, chokermen, loaders; largely seasonal
Transportation Equipment Operating	1,100	Truck drivers
All Other Groups	2,280	Welders, mechanics, tire repairmen

Although the Area's unemployment level was unacceptably high during 1977, vacancies in persistent shortage occupations have averaged approximately 200 per month over the first nine months of the year. As in 1976, they were concentrated at Cominco's ongoing plant renovation project at Trail and at mining operations in the Area, particularly those in the Crowsnest area of south-eastern B.C. Noteworthy persistent shortage occupations included:

Underground Miners at Fernie and Kimberley
Machinists at Fernie, Williams Lake and Trail
Welders at Fernie and Williams Lake
Steel Fabricators at Fernie and Trail
Electrical Repairmen (maintenance) at Trail and Fernie.
Motor Vehicle Mechanics throughout the District
Heavy Duty Mechanics at Fernie, Cranbrook, Williams Lake, Kamloops and Trail
Maintenance Carpenters at Trail
Pipefitters at Fernie

Also, as in 1976, licenced hairdressers and cosmetologists were in short supply, as well as insurance salesmen and dental hygienists. In addition, seasonal shortages occurred in the hospitality industry primarily for cooks.

AREA DEVELOPMENTS

NORTH CENTRAL AREA

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Throughout 1976 and 1977, an improved situation in the lumber market and in the oil and gas industry has benefitted the Northern B.C. C.E.C. areas. Nonetheless, unemployment rates are still somewhat above the provincial and national rates. Levels of unemployment have actually risen since last year, in spite of the strong lumber market and the absence of any major labour-management disputes. The markets for most minerals and for pulp remain soft, with no immediate significant improvements expected.

Operational statistics from C.E.C.'s help to record conditions in Northern B.C. labour markets. The total flow of vacancies to the C.E.C.'s (vacancies notified) and the stock of such jobs remaining unfilled at month-ends (vacancies registered) were both at three-year highs over the first nine months of 1977. Vacancies notified averaged close to two thousand per month and were up by one-fifth over 1976.

VACANCIES ACTIVITY AT CANADA EMPLOYMENT CENTRES NORTHERN B.C.

	First Quarter	Second Quarter	Third Quarter	9-Month Average
Vacancies Notified				
1975	1,204	2,062	1,799	1,689
1976	1,210	1,764	1,850	1,608
1977	1,353	2,125	2,344	1,941
Vacancies Registered				
1975	455	803	608	622
1976	508	777	748	677
1977	531	786	896	738

Vacancies registered, at just over seven hundred on average, were about one-tenth higher than in the previous year. The increases were most apparent during the third quarter.

Clients registered are the entire file of persons registered with C.E.C.'s, whether currently available for work, claiming benefits, taking training or only casually interested in employment. Figures showed 6 percent fewer clients registered in 1977 than in 1976.

CLIENTS REGISTERED AT CANADA EMPLOYMENT CENTRES NORTHERN B.C.

	First Quarter	Second Quarter	Third Quarter	9-Month Average
Male Clients Registered				
1975	8,632	11,051	8,984	9,556
1976	9,223	11,429	7,203	9,285
1977	8,631	10,077	6,587	8,431
Female Clients Registered				
1975	5,212	6,248	5,800	5,754
1976	6,760	7,903	6,637	7,100
1977	6,976	7,693	6,399	7,023
Total Clients Registered				
1975	13,845	17,299	14,785	15,309
1976	15,983	19,332	13,840	16,385
1977	15,607	17,769	12,986	15,454

Over the first eight months of 1977, the *logging and lumber industries* enjoyed good markets and high production. The volume of logs cut was up by about 12 per cent over 1976, to some 555 million cubic feet. The quantity of finished lumber sold reached 2,100 million board feet, a 29 per cent increase over the previous year, and was valued at some \$332 million, or about 53 per cent higher than the 1976 value. Compared to two years ago, the quantity of lumber sold nearly doubled, and its value had increased nearly three times.

FOREST INDUSTRY ACTIVITIES NORTHERN B.C. (January - August)

	1977	1976	1975
Timber Scale			
(million cu. ft) ¹	555.2	496.5	469.4
Lumber Sales			
(million f.b.m.) ²	2,103.5	1,632.7	1,102.4
(million \$) ³	331.8	217.2	120.2

1. B.C. Forest Service, Prince Rupert and Prince George Forest Districts.

2. & 3. B.C. Forest Service, Skeena and Smithers - Prince George - Blue River sales areas.

By August and September, however, prices for B.C. spruce and fir had begun to decline somewhat and the last quarter of 1977 may see some slowing of these industries' activities.

In contrast to the logging and lumber components, the *pulp industry* segment of the forest products group faced difficult markets. World inventories are high and prices have declined at least marginally. The mills at Prince George, Quesnel, and Prince Rupert all had periodic shutdowns lasting a week or more and up to one month because of a general glut on the world pulp market. Most workers took their vacations during these periods.

Some new investments occurred or are underway in the forest industry. A new veneer line was opened in the first quarter by Tackama Forest Products of Fort Nelson, employing 80 persons. Pacific Inland Resources of Smithers is building a new mill which will open in the fourth quarter. It replaces two old mills in the town and has a higher capacity, but with fewer jobs in the mill. The increased log demands of the new mill, however, will increase logging jobs in the woods. Eurocan re-opened its wood mill in Kitimat during the third quarter with an initial crew of 50 people.

The major projects however are the Cancel conversion of its sulfite mill to Kraft production, which actually results in more than two hundred fewer jobs when the new Kraft mill comes on stream next year, and a new sawmill in Houston. The new Houston mill began construction in the third quarter and should be in operation by the spring of 1978. Roads are now underway for logging work to commence this winter. The mill will employ 250 persons and generate logging jobs for some 150 people. Several mills undertook investments which increased productivity and reduced employment. A Prince George mill installed a new log sorting machine which reduced a crew of 40 to some 16, while another mill north of the city installed a lumber piling machine and reduced a group of 45 employees to only 9.

There were no labour disputes resulting in work stoppages in the forest industry, though there are still some contentious issues in the pulp union agreements. "Labour problems" centred on the shortages of some key workers, especially in sawmills where millwrights, heavy duty mechanics, and electricians were needed, as is always the case. C.E.C.'s found that clearance of job orders to other areas occasionally located qualified people who, unfortunately, could not afford to move on their own and who were above the income limits for the Canada Manpower Mobility Program. The typical

C.E.C. would have few, if any, qualified journeymen in its files to refer to these jobs, but a large number of apprentices and pre-apprenticeship course graduates whom the mills would not hire. The new sawmill in Houston, which was beginning staffing actions well in advance, was found to be drawing workers away from the existing sawmill in the community. Generally speaking, turnover among logging staffs was lower than in past years, with some requirements for fallers and skidder operators during the third quarter.

The *metal mining sector* featured few major developments with the exception of a lay-off at Tasu iron mine on the Queen Charlotte Islands. At Houston, a crew of up to 25 persons was drilling in preparation for a possible silver mine development next year. The two copper mines at Granisle and the large molybdenum mine near Fraser Lake (Vanderhoof area) all experienced difficulties in securing such trades as heavy duty mechanics, millwrights, electricians, welders, and metal fabricators. The lay-offs at Tasu's open pit iron ore mine in October involved 76 people, of whom over 50 left the area. The lay-off is expected to last at least a month and probably longer while excess inventories are drawn down.

In the *petroleum sector*, the current levels of activity and the short-term outlook are excellent. The total footage drilled in exploratory and developmental work is above the levels of any of the past four years. During July and August, upwards of 30 rigs were active, compared to usual summer levels of 10 to 15 rigs. In view of a record \$54 million sale of oil and gas rights in August, these high levels of drilling can be expected to continue. The winter of 1977-78 and the following summer should be record seasons. In the south Peace River area, the Grizzly gas fields will require the construction of a pipeline and a gas processing plant near Chetwynd, which would employ some 60 persons when in operation.

The other element in the mineral fuels sector, the Northeast coal deposits, are still under study by industry and government. However, Japan does not seem to need any more coal until beyond 1980 and it therefore is unlikely that anything more than a very modest development of one mine will take place in the near-to-medium-term future.

In the other primary sectors, *agriculture and fishing*, developments were mixed. Poor weather resulted in low grades for grains in the Peace River area.

North Central Area (cont.)

Fishing enjoyed an excellent year for pink and sockeye salmon. Processing work in the canneries was at a high level with the good salmon catch and the processing by Prince Rupert firms of a large amount of the U.S. (Alaskan) catch. With the new 200-mile limit, more year-round work in the processing facilities is likely. Cannery workers, especially females, are often drawn away from other clerical and service jobs in the Prince Rupert area during the second and third quarters.

Construction activity was centred on the Cancel conversion, B.C. Hydro's Site 1 dam on the Peace River, and in highways projects. Residential construction volumes have declined, especially in Prince George, the main house building centre. However, the value of residential permits issued rose and there were some volume increases in smaller centres such as Quesnel and Dawson Creek. Non-residential values were down significantly during the first half of 1977. In Prince George, the \$7 million Project 400 got underway; it is a one city block re-development with provincial government offices and some retail space. Highways work in the Prince Rupert, Terrace, Kitwanga, Stewart, and Prince George and Quesnel areas, and new bridges at Fort St. James and between Dawson Creek and Fort St. John provided work during the second and third quarters. In April, however, work was suspended on B.C. Rail's Dease Lake extension, putting 300 persons out of work. At the Site One Dam, a peak of 1,100 persons were at work, while the Cancel conversion had more than 500 working when subtrades are included.

BUILDING PERMITS NORTHERN B.C. (January - June)

	1977	1976	1975
No. of dwelling units	980	1,134	1,075
Residential value (\$000)	\$39,227	\$31,149	\$31,241
Non-residential value (\$000)	\$28,540	\$52,682	\$57,020
Total Value (\$000)	\$67,767	\$89,831	\$88,261

In the *transport sector*, the new Fairview terminal at Prince Rupert took its first shipment. Some 7.5 million board feet of lumber were loaded for shipment to Europe by Northwood Pulp and Timber. A new lumber dipper (preservative) is to be installed and more shipments through Prince Rupert can be expected, including possibly asbestos as well as lumber. Only the low freight rates on the BCR prevent greater utilization of Prince Rupert. Grain traffic through the port is also up and more workers have been needed to handle the grain.

Developments in the *tertiary sector* were generally small, given the large employment base in these industries. A new shopping mall opened in Dawson Creek, a new hotel and an addition to an existing motel were completed in Prince Rupert, and two motels were underway in Houston. Staffing action was being undertaken for a new intensive care unit at the Terrace hospital and a new intermediate care home in Fort St. John. Hospital expansions were underway at Prince George and Dawson Creek. During the next year, a new hotel and shopping plaza are to be added in Fort Nelson.

The major development on the medium-term horizon is the huge Alcan pipeline construction project, which involves Northern B.C. as much as the Yukon. Well over 2,000 construction jobs can be anticipated on the B.C. section at the peak of activity. (To put the matter in perspective, over 5,000 workers were engaged in building the W.A.C. Bennett Dam at the peak of work on that project). However, C.E.C.'s in the Peace River area are already receiving enquiries from transient job seekers about "work on the pipeline"; a construction start is three years away. C.E.C.'s in other parts of Canada should discourage people from undertaking this futile form of job search.

A summary of labour market conditions in the Northern B.C. area is provided by a new series of published Labour Force Survey data produced below. (This data was not published prior to January, 1977). Unemployment rates over the first nine months were somewhat higher in the Northern B.C. area than in the province or the nation as a whole. However, participation rates (the percentage of the working age population who are either employed or are seeking work) were substantially higher. As a result, the employment rate (the percentage of the working age population which is employed) averaged about four or five percentage points above the employment rates for B.C. and Canada.

SELECTED LABOUR FORCE SURVEY DATA

(January - September, 1977)

	Unempl. Rate (%)	Part. Rate (%)	Empl. Rate (%)
Region 97 (Central Int. of B.C.)	9.0	66.7	60.7
Regions 98/99 (NE & NW BC)	9.5	67.9	61.4
British Columbia	8.7	61.3	56.0
Canada	8.2	61.6	56.5

SOURCE: *Labour Force Survey, Statistics Canada*

C.E.C. WHITEHORSE

In comparison to 1976, the most important element in the Yukon economy during the first nine months of 1977 was the absence of major labour - management disputes in the mining industry. As a result, the numbers of people unemployed has declined somewhat, and shortages appeared in a few key trades. Major developments in the Yukon economy are still a few years away including the large Alcan pipeline construction project.

One of the major dangers facing the Yukon labour market in the next two to three years is premature speculation by workers and businesses in relation to the pipeline project. The results could be higher costs of living and many unemployed transient workers moving to the area.

As the Labour Force Survey does not include the Yukon, one is forced to rely on certain administrative statistics as indicators of labour market conditions. The tables below present operational data from the Canada Employment Centre.

Job orders received by the Centre (vacancies notified) were up from their 1976 levels by about one-fifth. They were still some one-eighth below their 1975 level though. The stock of job orders still unfilled at month-ends (vacancies registered) were up by one-seventh over 1976, but, as with vacancies notified, were still below the 1975 level.

VACANCIES C.E.C. WHITEHORSE

	First Quarter	Second Quarter	Third Quarter	9-Month Average
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Vacancies Notified

1975	192	474	506	391
1976	184	359	314	286
1977	238	442	340	340

Vacancies Registered

1975	56	163	212	143
1976	77	155	90	107
1977	74	141	156	124

Clients registered are simply the entire active file of persons at the C.E.C., whether immediately available for work or not, and whether eligible for unemployment benefits or not. Male clients registered were lowest in 1976, the year of major labour-management disputes in the mining industry,

and total clients registered followed this pattern as well. From 1976 to 1977, male clients registered rose an average of 2 percent, females an average of 5 per cent, and the total by 3 per cent. It seems that the strikes during 1976 caused an outflow of some transient job seekers. As one would expect, unemployment is lowest during the third quarter, when weather permits construction to go ahead and the tourist season stimulates the trade and service sectors.

CLIENTS REGISTERED C.E.C. WHITEHORSE

	First Quarter	Second Quarter	Third Quarter	9-Month Average
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Male Clients Registered

1975	1,338	1,820	1,522	1,560
1976	1,545	1,618	810	1,324
1977	1,219	1,468	1,382	1,356

Female Clients Registered

1975	654	871	742	756
1976	833	1,074	770	892
1977	837	989	982	936

Total Clients Registered

1975	1,992	2,691	2,264	2,316
1976	2,377	2,692	1,580	2,216
1977	2,056	2,456	2,364	2,292

AVERAGE EMPLOYMENT IN PRODUCING YUKON MINES

	1977	1976*	1975	1974
First Quarter	1,280	1,148	1,320	1,210
Second Quarter	1,356	1,250	1,350	1,121
Third Quarter**	1,386	688	1,343	1,279
Fourth Quarter	-	1,079	1,319	1,285
Annual	-	1,041	1,333	1,224

Source: Dept. of Indian and Northern Affairs.

* 1976 figures adjusted to reflect labour-management disputes.

** July and August only.

North Central Area (cont.)

During 1976, some five major strikes reduced employment in the Yukon's mines to a four-year low. Major work stoppages at Cyprus - Anvil's lead-zinc mine at Faro, Y.T., and Cassiar Asbestos's Cassiar, B.C. mine, and smaller shutdowns at United Keno Hill Mines in Elsa, Y.T. and at Whitehorse Copper involved as many as 1,500 people directly at various times. Secondary effects occurred, especially in the transport industry where 250 persons were laid-off by White Pass and Yukon due to lack of mineral traffic. In 1977, however, mining employment has recovered to its 1975 level, and by the third quarter close to 1,400 people were employed in the Territory's five producing mines (Cassiar Asbestos's Cassiar, B.C. mine is not included in the figures in the employment table on the previous page).

During last year's strikes, many tradesmen left the area, including nearly 100 from Anvil alone. As a result, the mines were forced this year to conduct active recruiting campaigns, including some overseas hiring. The greatest needs were for qualified millwrights, heavy duty mechanics, electricians, and sheet metal workers. At the Cassiar, B.C. mine some lay-offs by attrition occurred during the second quarter as the mine had over-produced by some 23 thousand tons.

In other mining developments, there was rather less exploration for minerals than in previous years, and the C.E.C. Whitehorse received fewer job orders in the relevant fields. The exploration season began in April - May and by September - October work was stopping, and line cutters, field assistants, and prospectors were registering for employment. The owners of the Minto copper deposit announced results of a feasibility study during the first quarter. They are unable to bring the mine into production with the current market situation.

A lack of building construction was felt during 1977. Homes have been selling poorly and the vacancy rate in rental accommodation was over ten per cent. As a result, carpenters were unoccupied and there was a generally adequate to surplus situation in most building trades. The Carcross - Skagway and Dempster Highways were again the main projects with work commencing in March - April and expected to finish November 1. The final tender call on the Dempster project, for a 13-mile link, was issued during the second quarter.

The tourist season this year produced a one-third increase in the number of job orders in the food and

accommodation and personal service industries, when compared to 1976. Some of this increase is attributable to the lack of strikes in the basic mining industry, and some represents business travel by various people studying the impact of the Alcan pipeline project.

As the tourist season wound down in September, waitresses, chambermaids, and cooks began to appear at the C.E.C. and in its registrations. As has always been the case, there was difficulty during the second and third quarters in recruiting people in these occupations for the highway lodges due to inadequate wages and isolation. Hairstylists and barbers were genuine shortage occupations.

Government and government-related employment enjoyed a fairly active year. The territorial government had several administrative and professional positions to fill which were advertised across the West. Strong hiring by all three levels of government exhausted the local supplies of well-qualified clerical personnel and orders for clerk-typists and stenographers were cleared through to Northern B.C. areas. (There remained many unqualified people in these occupations seeking work.) Though there were still more applicants than positions available, teachers enjoyed somewhat better opportunities as increased enrollments created more jobs. By September, government hiring had tapered off, but by less than usual for that time of year.

Throughout the year, unskilled and semi-skilled workers were in surplus and turnover among those employed was low. There were adequate local supplies of labour for all labouring and other elemental work in services, construction, and mining. The news coverage of the Alcan pipeline enquiries, negotiations, and decisions tended to attract some unskilled and semi-skilled people on "speculation". C.E.C.'s in other areas should discourage this practice as much as possible, unless the person has a job offer or is a qualified journeyman in one of the shortage occupations.

The Canada - U.S. agreement on a Northern natural gas pipeline provides for a 1981 commencement of pipeline construction. A total of 100,000 man-years of construction employment will be created in Canada. There are other projects which could be under construction at the same time, especially in the mineral, mineral processing and hydro-electric fields. But, workers from other parts of Canada should not expect to find employment more easily in the Yukon.

JOB EXPERIENCE TRAINING (J.E.T.)

Shelly came from a very unstable family background. Her mother died when she was young and her father was an alcoholic. Faced with both family and social pressures, Shelly dropped out of school at the age of 17. Through the federal Job Experience Training (J.E.T.) program, she obtained employment in a local restaurant as a kitchen helper. Since Shelly was shy and had little work experience, a conscious effort was made on the part of the employer to assist her in her role. Shelly was helped to the extent that following her nine week contract her employer offered her a permanent position.

Shelly is one of many young people who have benefitted from the J.E.T. program which was initiated last winter as a pilot project.

The objective of the program is to provide people recently out of school with actual work experience as a basis for their successful entry into the labour market.

One of the major problems facing youth in obtaining a job is their lack of experience. There is a vicious circle in which employers want experienced workers, but are not prepared to hire them to give them the experience.

EXPANDED J.E.T.

Young people aged 15 to 24 represent close to 50 percent of those currently unemployed in Canada. To alleviate youth unemployment, which is at a national rate of 14 percent, additional measures have been made available this winter by the federal government through an expanded J.E.T. program.

With the disturbing number of young people searching for work these days, the expanded program will provide a viable means by which the private sector and the federal government can co-operate, both to provide immediate employment for young people and to overcome their problems in the long-run.

HOW J.E.T. WORKS

Many young people have energy and ability but they can't find and hold a job simply because they lack experience. The federal government is calling on the initiative and good will of the private sector to help unemployed young people take a first step into the labour force, and, through the J.E.T. program, offer an incentive of \$1.50 per hour wage subsidy for periods up to 26 weeks.

The program will focus on those between the ages of 15 and 24, who have been out of school between

three and 24 months, and have been actively and unsuccessfully seeking full-time employment for six weeks or more. The program runs until May 31, 1978.

REALLOCATION OF FUNDS

Experimental J.E.T. programs last winter proved highly successful and the federal government would like to expand the number of participants in J.E.T. this winter from a planned 6,000 to as many as they can persuade private employers to accommodate for employment. In a recent speech, Employment and Immigration Minister, Bud Cullen, said the government is willing to reallocate as much funding as can be productively used for this expansion. The expansion is in addition to the \$150 million federal job creation program.

Through the J.E.T. program, employers will have the opportunity to assess potential permanent employees. The program involves a minimum of paper work, and employers will be assisted by local Canada Employment Centres in: 1) identifying J.E.T. participants with employers making the final selection, 2) counselling participants toward career decisions and job keeping skills to prepare them for the world of work, and 3) providing guidance and assistance with the progress of participants.

As a pilot project in this region last winter, J.E.T. placed 72 young people in various types of employment including labouring, office and wholesale clerk positions and short-order cooks. The majority of jobs obtained through the program paid minimum wages and were usually with small companies.

JOBS FOR SOME 1,800

Since 1961, the number of young people entering the labour force has increased by 91 percent. In B.C. and the Yukon, there are presently 44,000 under the age of 25 without jobs. Through J.E.T., the federal government hopes to find employment for some 1,800 unemployed youth this winter.

HOW TO GET INVOLVED

The government is urging employers and employer groups, including local Chambers of Commerce, to participate in developing an awareness and a positive attitude in hiring these young people. For complete details about Job Experience Training (J.E.T.), contact your nearest Canada Employment Centre today.

POINTS OF SERVICE

CANADA EMPLOYMENT CENTRES* — BRITISH COLUMBIA/YUKON REGION

Campbell River	940 Alder Street, V9W 2P8	286-6212
Chilliwack	115 Yale Road East, Box 367, V2P 6J4	792-1371
Dawson Creek	1005-104th Avenue, V1G 3H9	782-5877
Kelowna	471 Queensway Ave., V1Y 6S5	762-3018
Maple Ridge	22335 Lougheed Hwy., V2X 2T3	467-5515
North Vancouver	1221 Lonsdale Ave., V7M 2H5	988-1151
Penticton	301 Main Street, V2A 5B8	492-3848
Powell River	4812 Joyce Avenue, V8A 3B8	485-2721
Terrace	4630 Lazelle Ave., V8G 1F6	635-7134
Vancouver-E. Hastings	1747 East Hastings St., V5L 1T1	251-2421
Vancouver-Fraser St.,	No. 200-5550 Fraser St., V5W 3W1	324-1142
Vancouver-Tenth Ave.,	125 East 10th Ave., V5T 1Z3	872-7431
Vancouver-W. Broadway	2902 West Broadway, V6K 2G8	732-4551
Vancouver-W. Georgia	1110 West Georgia St., V6E 3H7	681-8253
Vernon	3202-31st Street, V1T 5J1	545-2125
Whitehorse	Room 101, Federal Bldg., Y1A 2B5	667-5050

* These offices handle both the Manpower and Unemployment Insurance functions. For further explanation, please see boxed note on inside cover of this issue.

CANADA MANPOWER CENTRES — BRITISH COLUMBIA/YUKON REGION

Abbotsford	2111 McCallum Road, V2S 3N7	853-1112
		U.I. Inquiries 853-0315
Ashcroft	402 Brink Street, P.O. Box 460, V0K 1A0	453-2221
Burnaby	5000 Kingsway, V5H 2E4	437-3761
Courtenay	576 England Avenue, V9N 5M7	334-3151
		U.I. Inquiries 334-2926
Cranbrook	101 Tenth Avenue, South, V1C 2N1	426-3373
Duncan	101-435 Trunk Road, V9L 2P8	748-8111
		U.I. Inquiries 748-1122
Fernie	461 3rd Avenue, Box 760, V0B 1M0	423-6806
		U.I. inquiries 423-6803
Fort Nelson	Federal Building, P.O. Box 596, V0C 1R0	774-2727
Fort St. John	10139-101st Avenue, V1J 2B4	785-6166
Hope	777 Fraser Street, P.O. Box 69, V0X 1L0	869-9901
Kamloops	345 Third Avenue, V2C 3M5	372-2515
Kitimat	Room 311, Federal Building, City Centre, V8C 1T6	632-4691
Langley	204-20218 Fraser Hwy, V3A 4E6	533-1201
MacKenzie	2nd Floor, CTW Bldg., Box 1870-Ste. 7A, V0J 2C0	997-6615
Merritt	2090 Coultee Avenue, V0K 3B0	378-5151
Mission	33070 Fifth Avenue, V2V 1V5	826-1204
Nanaimo	65 Front Street, V9R 5H9	753-4181
Nelson	514 Vernon Street, V1L 4E7	352-3155
New Westminster	29 Sixth Street, V3L 2Y9	526-4511
100 Mile House	P.O. Box 1240, V0K 2E0	395-4013
Port Alberni	4835 Argyle Street, V9Y 1V9	724-0151
		U.I. inquiries 724-1533
Port Hardy	P.O. Box 700, Market Street, V0N 2P0	949-7474
Prince George	308-550 Victoria Street, V2L 2K1	562-2161
Prince Rupert	Pride O'North, 420-309 Second Ave., West, V8J 3T1	624-9671
Princeton	Federal Building, 185 Bridge Street, V0X 1W0	295-6951
Quesnel	346 Reid Street, V2J 2M4	992-5538
Revelstoke	Federal Building, 313 Third Street, West, V0E 2S0	837-5106

CANADA MANPOWER CENTRES (cont.)

Richmond	5635 No. 3 Road, V6X 2C7	273-6431
Smithers	1090 Main Street, P.O. Box 1028, V0J 2N0	847-3248
Surrey	10072 King George Highway, V3T 2W4	588-5981
Trail	835 Spokane Street, V1R 3W4	368-5566
Vanderhoof	P.O. Box 1460, 1809 Stewart Avenue, V0J 3A0	567-4795
Victoria	810 Fort Street, V8W 1H8	388-3481
Williams Lake	99 North Second Avenue, V2G 1Z3	392-4184

U.I.C. OFFICES — BRITISH COLUMBIA/YUKON REGION

Burnaby	4285 Canada Way, V5G 1H2	437-4441
Cranbrook	34-11th Avenue, V1C 2P1	426-3263
Kamloops	4th Floor, 235 First Avenue, V2C 3J5	374-6911
Nanaimo	155 Skinner Street, V9R 5E8	753-4161
Nelson	525 Vernon Street, V1L 4E9	352-5573
New Westminster	80-6th Street, V3L 5B4	526-0822
Port Coquitlam	300-2540 Shaughnessy Street, V3C 3Y6	942-7231
Prince George	1395-6th Avenue, V2L 3M9	563-0571
Richmond	3871 No. 3 Road, V6X 2V9	273-6194
Trail	999 Farwell Street, V1R 3V1	368-8207
Victoria	202-1175 Douglas Street, V8W 2E3	388-3321
Williams Lake	310-197 N. 2nd Avenue, V2G 1Z5	392-6528

CANADA IMMIGRATION CENTRES — BRITISH COLUMBIA/YUKON REGION

Aldergrove	R.R. No. 1, Bellingham Hwy, V0X 1A0	533-1716
Dawson Creek	1005-104th Avenue, P.O. Box 237, V1G 4G3	782-5877
Douglas	P.O. Box 28 (via White Rock), 210 Deas Thruway, V4B 4Z7	536-7671
Huntingdon	Huntingdon Border Crossing, V0X 1M0	853-5945
Kamloops	10th Floor, 235 First Avenue, V2C 2J4	374-2171
Kelowna	471 Queensway Avenue, V2C 3M5	763-8107
Kingsgate	Kingsgate Border Crossing, V0B 1V0	424-5424
Nanaimo	294 Bastion Street, V9R 3A4	753-4181
Nelson	514 Vernon Street, V1L 4E7	352-3155
New Westminster	Rm. 408, Federal Bldg, 549 Columbia St, V3L 4X9	521-6621
Osoyoos	R.R. No. 1, V0H 1V0	495-6545
Prince George	400-550 Victoria Street, V2L 2K1	562-5534
Prince Rupert	420-309 Second Ave, West, V8J 3T1	624-9671
Sidney	Box 2092, 2499 Ocean Ave, V8L 3S6	656-1612
Vancouver	2nd Floor, Sandwell Bldg, 1550 Alberni St, V6G 2X5	666-2171
Vancouver	Vancouver International Airport, V7B 1T8	273-2367
Victoria	P.O. Box 368, Customs Building, 816 Government St, V8W 2N2	388-3614
Whitehorse	Rm. 205, Federal Building, Y1A 2B0	667-5010

Points of Service (cont.)

UNIVERSITY CMC's AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Ave., V5G 3H2	434-5734
Burnaby	Pacific Vocational Institute, 3650 Willingdon Ave., V5G 3H1	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain, V5A 1S6	291-3105
Nanaimo	Malaspina College, c/o P.O. Box 3700, V9R 5S5	
Vancouver	Vancouver Community College, 100 West 49th Ave., V5Y 2Z6	324-5345
Vancouver	Vancouver Community College, Vancouver Vocational Institute, 250 West Pender St., V6B 1S9	681-8111
Vancouver	Vancouver Community College, King Edward Centre, 2750 Oak Street, V6Z 1B4	733-0422
Victoria	Camosun College, 4661 Interurban Road, R.R. No. 3, V8X 3X1	
Victoria	University of Victoria, c/o P.O. Box 1700, V8W 2Y2	477-1807

Other Specialized Points of Service

Kelowna	Job Creation Branch 1449 St. Paul's Street, V1Y 2E5	763-1181
Penticton	Manpower Consultative Services 201-305 Main Street, V2A 5B7	492-3839
Prince George	Industrial Employment Office 1253 Fifth Avenue, V2L 3L3	562-2161
Prince George	Job Creation Branch 4th Floor - 280 Victoria Street, V2L 4X3	564-9398
Prince George	Youth Employment Centre 1663 Victoria Street, V2L 2L4	562-2161
Surrey	Youth Employment Centre 10035 - 136 A Street, V3T 4G1	588-9966
Terrace	Job Creation Branch 4663 Lazelle Avenue, V8G 1S8	635-2243
Vancouver	Career Action for Youth Centre 936 Kingsway, V5V 3C4	666-8392
Vancouver	Executive & Professional Division 14th Floor, 789 West Pender Street, V6C 1J6	666-2351

Vancouver	Immigration Reception Centre 622 Seymour Street, V6B 3K5	666-2181
Vancouver	Immigration Services Centre 8165 Main Street, V5X 3L2	324-8186
Vancouver	Job Creation Branch P.O. Box 9300, 409 Granville Street, V6B 1Y8	682-8731
Vancouver	Logging and Mining Office 566 Howe Street, V6C 2C9	666-2166
Vancouver	Temporary Workers Office 425 West 2nd Avenue, V5Y 1E3	879-7154
Victoria	Job Creation Branch 2nd Floor, 45 Bastion Square, V8W 1J1	388-3136
Victoria	Manpower Consultative Services 310-31 Bastion Square, V8W 1J1	388-3667
Victoria	Youth Employment Centre 2653 Douglas Street, V8T 4M2	388-3458

For further information regarding itinerant or specialized services not listed in these pages, please contact the reception desk of the Canada Employment and Immigration Commission, Regional Headquarters at 666-6341.

NOTE

The Unemployment Insurance Commission and the Department of Manpower and Immigration have become the Canada Employment and Immigration Commission: For a time, you'll still see our local offices identified as Unemployment Insurance Offices or Canada Manpower Centres. When they're together in one location, they'll be called Canada Employment Centres.

THERE ARE OVER 500 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- Recruit qualified workers
- Supply industry with a more productive work force
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where openings are available
- Provide both employers and employees with up-to-date labour market information
- To administer unemployment insurance inquiries concerning applications, benefits, and adjudication

WHY NOT GET IN TOUCH WITH YOUR NEAREST CANADA EMPLOYMENT CENTRE? TRAINED PERSONNEL CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT PROBLEMS.

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FEATURE: B.C. Labour Force Statistics, 1966 to 1977

MARCH 1978 (VOL. 11 No. 1)

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British Columbia/Yukon Manpower Review

March, 1978

**Canada Employment and Immigration Commission
Regional Economic Services Branch
British Columbia/Yukon Regional Office**

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Foreward

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LABOUR MARKET DEVELOPMENTS

SUMMARY

Within the context of recent history, 1977 was a year of below average growth not only for B.C. but for Canada as a whole. While B.C. exports, particularly lumber exports, continued to show strength during 1977, consumption and investment were weak. Because output did not grow fast enough to generate the large employment increases necessary to offset labour force growth, unemployment rose again. Fortunately, below average growth of the working age population and also of the labour force held down the level of increase in unemployment to only 1,000.

The average level of employment in B.C. increased by 27,000 during 1977, only slightly more than the 26,000 average for the past three years. Over the past ten years, employment growth averaged a little more than 36,000 annually.

B.C.'s unemployment rate at the close of 1977 was 8.5 per cent (seasonally adjusted), the same as the rate for Canada as a whole. Only Ontario, Manitoba, Saskatchewan and Alberta produced unemployment rates lower than the national rate. Quebec and the Maritimes reported much higher rates. All provinces except B.C. had higher rates than a year ago. For the past three years, the B.C. unemployment rate has hovered around 8.5 per cent.

TRENDS, 1966-1977

In 1976, Statistics Canada introduced the Revised Labour Force Survey which rendered much of the data collected by the old survey invalid for direct historical comparison, without first adjusting it to link with the new series. Such a linked series recently became available and it is used in this review to provide a broader perspective for discussing current labour market conditions.

The pattern displayed by B.C. employment figures since 1966 clearly reflects the 1970 and 1975 recession years when employment growth dropped sharply. Unlike the situation in 1970 when employment growth rebounded after one year and continued to expand, 1975 turned out to be the beginning of a long period of slow growth. In that year, growth of the labour force exceeded the number of new jobs

available by a wide margin. From 1974 to 1975, the level of unemployment increased by almost 45 per cent and it continued to rise through 1976 and 1977 despite slower labour force growth in those years. The labour force participation rate also continued to rise.

B.C. LABOUR MARKET INDICATORS

Annual Averages

Year	Pop.	Labour Force	Empl.	Unempl.	Empl. ¹ Rate	Part. ² Rate	Unempl. ³ Rate
		(Estimates in Thousands)			(Percentages)		
1966	1,263	717	684	33	54.1	56.8	4.6
1967	1,320	759	720	39	54.6	57.5	5.2
1968	1,371	789	742	47	54.1	57.6	6.0
1969	1,425	830	788	42	55.3	58.2	5.1
1970	1,485	871	805	67	54.2	58.7	7.7
1971	1,541	900	835	65	54.1	58.4	7.3
1972	1,600	942	869	74	54.3	58.9	7.8
1973	1,666	995	928	67	55.7	59.7	6.7
1974	1,738	1,052	986	65	56.8	60.5	6.2
1975	1,800	1,103	1,009	94	56.1	61.3	8.5
1976	1,845	1,135	1,038	98	56.2	61.5	8.6
1977	1,883	1,163	1,065	99	56.6	61.8	8.5

SOURCE: *Labour Force Survey, Statistics Canada*

1. *Employment Rate* - percentage of the working age population employed.

2. *Participation Rate* - percentage of the working age population employed or seeking employment.

3. *Unemployment Rate* - percentage of the labour force unemployed.

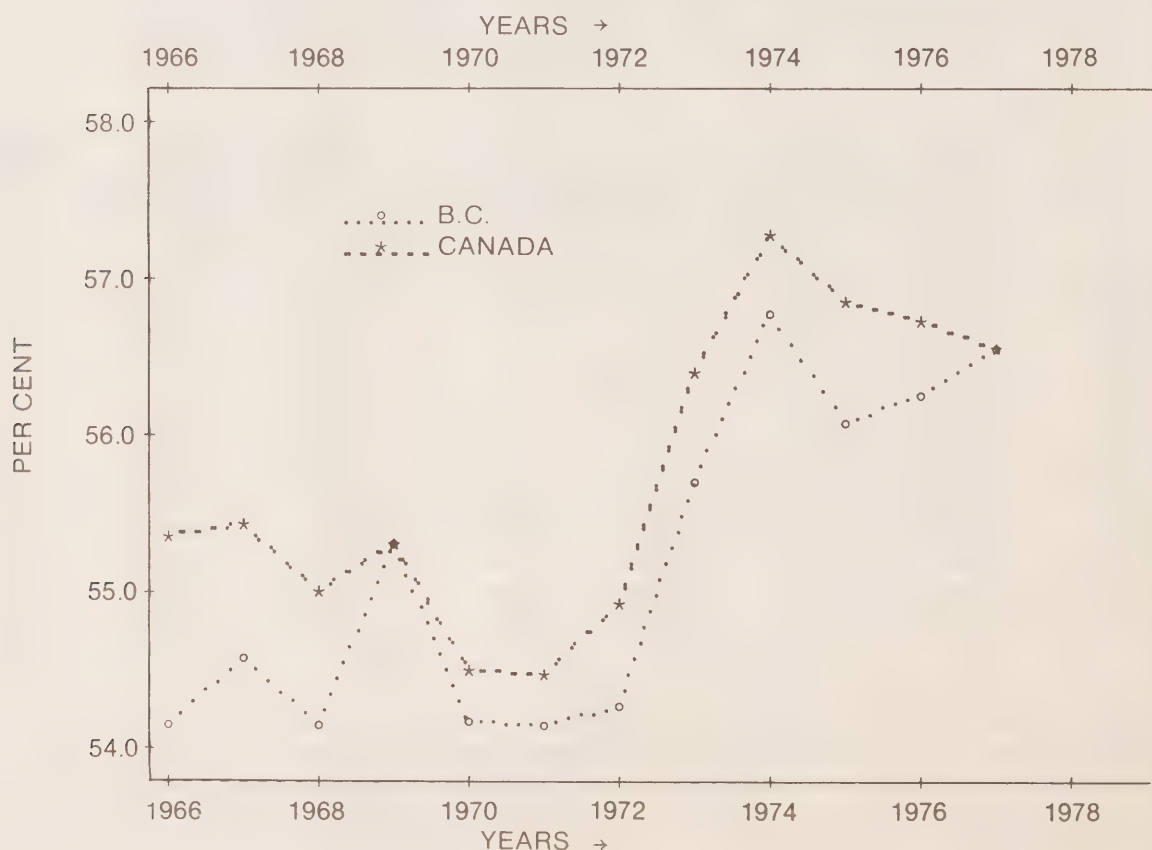
The Employment Rate

An important labour market indicator derived from the Labour Force Survey is the *Employment Rate*. This rate represents the proportion of the working age population (aged 15 and older) who actually have jobs. As an indicator of overall labour market conditions, the employment rate presents a clearer picture than the unemployment rate because it is not affected by the complex set of individual decisions that determine labour force participation. It depends solely on two factors: the size of the working age population and the number in that population who have jobs. This produces a measure that is directly comparable over time without first having to allow for interpretation in the light of short-term changes in labour force growth. However, it does not reflect qualitative dimensions such as changes in part-time employment, under-employment or the numbers of employed persons not at work. Some data is available from Statistics Canada for adjusting the employment-population ratio for these factors.

The following graph represents the movement of employment rates from 1966 to 1977 and clearly displays the cyclical sensitivity of employment in Canada. The graph also shows for most of the period a degree of similarity in the pattern described for Canada and B.C. by the two sets of data. Both rates peaked in 1969 and 1974, remained well apart until 1975 and then began to converge. In 1977, the Canada and B.C. employment rates averaged about the same.

B.C.'s employment rate remained below the Canada rate for many years largely because of a vast difference in respective working age population growth. From 1967 to 1975, the working age population growth rate for B.C. averaged 4.0 per cent annually compared to 2.2 per cent for Canada. In 1976, the B.C. annual rate of increase dropped to 2.5 per cent and again in 1977 to 2.1 per cent from 3.6 per cent in 1975. The Canada rate dropped from 2.7 per cent in 1975 to 2.4 per cent in 1976 and to 2.2 per cent in 1977.

B.C. AND CANADA EMPLOYMENT RATES — ANNUAL AVERAGES



Significantly different patterns are displayed by employment rates for males and females. Since 1966, the rate for males has fluctuated over a wider range, generally following the business cycle. The

employment rate for females has been less sensitive to cyclical conditions and has risen steadily since 1966.

B.C. EMPLOYMENT RATES BY SEX
Annual Averages

Year	Male			Female		
	Pop. 15+	Employment	Empl. Rate	Pop. 15+	Employment	Empl. Rate
	(Estimates in 000's)		(%)	(Estimates in 000's)		(%)
1966	630	476	75.6	633	207	32.7
1967	658	493	74.9	662	227	34.3
1968	681	502	73.7	689	241	35.0
1969	709	529	74.6	717	260	36.3
1970	738	533	72.2	747	272	36.4
1971	767	558	72.8	775	277	35.7
1972	796	575	72.2	804	294	36.6
1973	829	614	74.1	838	314	37.5
1974	863	641	74.3	875	345	39.4
1975	892	638	71.5	907	373	41.0
1976	913	656	71.9	932	381	40.9
1977	930	672	72.3	953	392	41.1

SOURCE: Labour Force Survey, Statistics Canada

The decline of working age population growth in Canada reflects a lower level of immigration in recent years and the birth rate decline that began in the late 1950's which led to a decline in the share of 15 year olds in the population. A much lower level of in-migration since 1974, reflecting the recession and its lower rate of job creation plus the birth rate factor, have curtailed B.C.'s population growth. Presently the growth of B.C.'s 15-24 age group is reduced to less than half the rate of the 25 and over age group. Annual net additions to the B.C. working age population have ranged from a high of 72,000 in 1974, to a low of 38,000 in 1977 which is well below the 56,000 average for the past ten years. Not only did B.C. have a higher population growth rate every year in the decade prior to 1977, but employment growth each year also was higher.

SELECTED LABOUR FORCE VARIABLES
Average Annual Growth Rates (%)

	B.C.	Canada
Working Age Population		
1967 - 1977	3.6	2.5
1976 - 1977	2.1	2.2
Labour Force		
1967 - 1977	4.5	2.5
1976 - 1977	2.5	2.2
Employment		
1967 - 1977	4.1	2.7
1976 - 1977	2.6	1.9
Average Unemployment Rates		
	B.C.	Canada
1967 - 1977	7.1	5.8
1976 - 1977	8.5	8.1

SOURCE: Labour Force Survey, Statistics Canada

Labour Force Participation

While the population of working age has grown less quickly in recent years, labour force growth continued to exceed that of the population because of increasing degrees in participation. The participation rates appearing in the table represent the percentage of the working age population that is in the labour force. To be counted as being in the labour force on the Labour Force Survey, one must be either working or looking for work. Participation rates of course may vary, depending on the decisions made by individuals which often are based on their perception of labour market conditions at any point in time. Usually when job vacancies abound, more people are drawn into the labour force. Discouragement often sets in when jobs are harder to find, then people withdraw from the labour force.

The steady increase in the degree of participation since 1966 results from the changing age structure of the population and more females opting for the labour force. Young people now account for a relatively larger share of the working age population. Once their schooling is over they have a relatively high degree of labour force participation, thus they raise the total participation rate, even if the rate in their own age group remains constant. In the late 1960's, this applied with the increasing numbers then moving into the 20 to 24 age group. With the first waves of the population surge having passed the age of 25, there has been a significant increase in the labour force within the 25 to 34 age group.

In the case of women, their degree of participation has continued to increase virtually through all age groups. This has added further momentum to labour force expansion. Among the other provinces, only Alberta and Ontario with female participation rates of 50.7 per cent and 49.7 per cent respectively recorded higher levels of female labour force participation than B.C. for 1977.

**B.C. LABOUR FORCE
PARTICIPATION RATES (%)**
Annual Averages

Year	Men	Women	Total
1966	79.0	34.6	56.8
1967	78.9	36.4	57.5
1968	78.1	37.3	57.6
1969	78.3	38.5	58.2
1970	78.3	39.2	58.6
1971	77.8	39.1	58.4
1972	77.6	40.3	58.9
1973	78.5	41.1	59.7
1974	78.8	42.5	60.5
1975	77.6	45.2	61.3
1976	77.7	45.7	61.5
1977	78.0	45.9	61.8

SOURCE: *Labour Force Survey, Statistics Canada*

Age - Sex Composition

The estimates below provide a cross-sectional look at the B.C. working age population and labour force.

Compared to 1976, total employment shows an increase of 27,000, but the labour force increased by 28,000 adding 1,000 to the unemployed total. Of the new jobs created, 16,000 went to males and 11,000 to females, 19,000 were full-time jobs

and 8,000 were part-time. More than 74 per cent of the new jobs went to the group aged 25 years and over. Men aged 25 and over received 12,000 of the approximate 20,000 employment increase for the group. Unemployment rates in all categories came down slightly, with the exception of males aged 25 and over for whom the unemployment rate remained the same at 5.1 per cent.

B.C. ESTIMATES BY AGE AND SEX

Annual Averages, 1977

(Estimates in 000's)

	Pop 15+	Labour Force			Empl. Rate (%)	Part. Rate (%)	Unempl. Rate (%)
		Total	Employed	Unempl.			
B.C. Total	1,883	1,163	1,065	99	56.6	61.8	8.5
Men	930	725	672	53	72.3	78.0	7.3
Women	953	438	392	46	41.1	45.9	10.3
15-24 Years	456	303	257	46	56.4	66.4	15.1
25 Years & Over	1,427	860	807	53	56.6	60.3	6.2
Men	700	559	530	28	75.7	79.8	5.1
Women	727	302	277	25	38.1	41.5	8.2

SOURCE: *Labour Force Survey, Statistics Canada*

Changes in the age-sex composition between 1976 and 1977 were slight. For males 15-19 and 25-34 the unemployment rate rose slightly, but declined for males in the other age categories. For females aged 15-19, the unemployment rate showed a significant decrease from an average of 19.0 per cent in 1976 to 17.5 per cent in 1977. The rate also decreased for females aged 35-44, from 9.3 per cent to 8.1 per cent. Significant unemployment rate increases were recorded for females aged 20-24 and 45-54 over the year.

B.C. UNEMPLOYMENT RATES BY AGE AND SEX (%)

Annual Averages, 1977

Age Group	Both Sexes	Males	Females
15 - 19	18.7	19.7	17.5
20 - 24	12.4	11.3	13.7
25 - 34	7.4	6.3	9.2
35 - 44	5.1	3.5	8.1
45 - 54	6.1	5.0	8.3
55 - 64	5.7	5.5	.

SOURCE: *Labour Force Survey, Statistics Canada*

* Not available

Labour Market Developments (con't.)

Duration of Unemployment

The average duration of unemployment in 1977 was 13.4 weeks, a marginal decrease from 13.5 weeks in 1976. For all of Canada, the average duration in 1977 was 14.5 weeks. A small number, not recorded in the table below, had jobs to start within four weeks and are not included in the average duration calculation. B.C. had a slightly smaller proportion of unemployed than Canada as a whole in the 14 weeks and over category, 32 per cent compared to 35 per cent. Average duration in 1977 ranged from 17.9 weeks in Newfoundland to 8.1 weeks in Alberta.

B.C. DURATION OF UNEMPLOYMENT

Annual Averages - 1977

	Total (000's)	4 Weeks or less	5-13 Weeks	14 Weeks and Over	Average Duration
Both Sexes	99	33	30	32	13.4
Men	53	18	17	17	13.0
Women	46	15	14	15	14.0
15 - 24 Years	46	17	15	13	11.8
25 - 44 Years	34	12	10	11	12.9
45 Years and Over	19	5	5	8	18.4
Married	52	17	15	18	14.3
Other	47	16	15	14	12.5

SOURCE: Statistics Canada

Level of Schooling

As indicated in the table below, the lowest unemployment rates are found among those with post secondary or university qualifications. In 1977, both of these groups recorded an unemployment rate decline while all others recorded slight increases. When the general level of education rises, educational standards for hiring also tend to rise.

Publicity about difficulties that graduates have had getting jobs may discourage potential students. The interpretation usually placed on these data is that some kind of secondary and post-secondary certification does enhance one's chances of at least being employed. Those with lower levels of education often are forced into lower levels of the labour market.

B.C. ESTIMATES BY EDUCATIONAL ATTAINMENT

Annual Averages, 1977

(Estimates in 000's)

	Pop. 15+	Empl.	Unempl.	Unempl. Rate (%)
0 - 8 Years	302	111	13	10.2
Some High School and no Post Secondary	1,023	570	64	10.1
Some Post Secondary	219	140	11	7.4
Post Secondary Cert. or Diploma	185	125	7	5.4
University Degree	155	118	4	3.3

SOURCE: Statistics Canada

INDUSTRIAL EMPLOYMENT IN 1977

Continued export activity and moderate expansion in the service sector raised B.C.'s average level of employment by 27,000 during 1977. Apart from the direct effects of these developments, the industrial composition of employment changed very little over the year. Excess capacity continues to exist in such industries as mining, construction, pulp and paper, shipbuilding and transportation.

AVERAGE B.C. EMPLOYMENT BY INDUSTRY

(Estimates in 000's)

	1977	1976
Agriculture	21	18
Other Primary Industries	44	45
Manufacturing	173	170
Construction	81	80
Transportation, Communication etc.	109	110
Trade	197	195
Finance, Insurance, Real Estate	62	60
Service	303	290
Public Administration	75	69
TOTAL	1,065	1,038

SOURCE: *Labour Force Survey, Statistics Canada.*

One of the few industries operating at a capacity level is the forest industry's lumber component. Sawmill output in B.C. increased about 14 per cent during 1977, largely in response to strong demand emanating from the U.S. residential construction market. This has offset, to some extent, weakness in pulp and plywood markets. Presently the B.C. forest industry is undergoing a period of technological change aimed at productivity improvement, especially in the older coastal operations.

Exports from the B.C. mining industry showed an overall increase in 1977 despite relatively weak demand for several important products. Low copper prices on the world market have reduced cash flows for major producers but some relief is provided by high prices for molybdenum which is frequently found with copper. Similarly, zinc producers experienced price declines in 1977 but were supported by offsetting increases in the price of lead.

Coal production and shipments recovered somewhat in 1977, mainly as a result of low output in 1976 because of strikes, but the demand for metallurgical coal remains weak. Inventories are high at the Roberts Bank port, and in Japan, the industry's largest customer. Employment in coal mining remained more or less stable through 1977.

For the B.C. construction industry, 1977 was a poor year. The value of building permits issued declined for residential, commercial and industrial construction which more than offset an increase in the institutional and government category. Construction industry unions will be the first major group in B.C. to negotiate after Anti Inflation Board controls are removed April 14th.

Large losses experienced by the B.C. Railway, cost cutting measures introduced by major airlines and, in general, attempts to improve efficiency in other components and related industries have constrained employment growth in transportation. Towards the end of 1977, a shortage of boxcars caused a reduction in rail traffic and hampered lumber shipments from interior mills. Employment in other manufacturers and transportation equipment remains at a relatively low level compared to the early 1970's.

Towards the end of 1977, shipbuilding employment was given a boost with a \$9 million contract award for remodelling B.C. Ferries. Business also picked up for some smaller yards with new orders for larger fishing vessels resulting from extension of the fishing limit to 200 miles, plus an order for a seismic exploration vessel. The major yards will need more replacement work by mid 1978 when most of the contract presently underway is finished.

Employment growth in the service industries reflects a slight rise in the level of consumer spending and moderate recovery in the tourist industry. Strong provincial government efforts to promote the tourist trade are assisted by the devalued Canadian dollar. Governmental support for job creation programs also remained strong throughout 1977.

Job Vacancies

Since 1970 Statistics Canada has published data on job vacancies from a twice monthly sample survey among employers, representing about 90 per cent of employment in Canada. The survey does not cover agriculture, domestic service, the military or fishing and trapping. To be included in the survey, a job vacancy must be available immediately, vacant for the entire survey day, available to persons outside of the firm and it must be for a job which employers have actively tried to fill within four weeks prior to the survey day.

In the table below, full-time vacancy data is interpreted as follows: on any day during a quarter one could expect to find the number of job vacancies shown.

Job vacancy estimates which appear in the table for Canada and the B.C./Yukon Region demonstrate the data's sensitivity to changes in economic conditions. As periods of economic slack become extended, the persistent scarcity of jobs usually serves to reduce turnover among the employed which further reduces the number of jobs available at any one time. Unfortunately, adequate data on hirings and separations are not available to isolate entirely the turnover effect.

TOTAL VACANCIES FOR FULL-TIME JOBS CANADA AND B.C./YUKON REGION

Canada	1974	1975	1976	1977
First Quarter	80,000	56,000	44,100	35,300
Second Quarter	98,700	62,500	49,300	43,200
Third Quarter	116,200	63,000	54,700	35,800
Fourth Quarter	71,200	44,800	35,800	31,800
B.C./Yukon Territory				
First Quarter	8,700	3,700	3,200	3,000
Second Quarter	10,000	5,000	4,200	3,400
Third Quarter	10,300	4,200	4,300	4,600
Fourth Quarter	5,000	3,100	2,700	3,500

SOURCE: Statistics Canada

Industrial Relations

Industrial relations in 1977 improved substantially, with only 60 disputes recorded involving 31,545 workers. The 443,668 man days lost represent about 70 per cent less than the total for 1976 and the lowest number since 1971. One dispute between B.C. Telephone Company and Tele-communication workers accounted for 297,310 man-days lost which is more than two thirds of the total.

During 1978, the number of employees covered by expiring collective bargaining agreements is well below the number that were involved in 1977 negotiations. The largest group is in the construction industry where 47 building trades agreements covering about 35,000 employees will expire April 30, 1978. Teachers agreements with the B.C. School Trustees Association expiring December 31, 1978, will involve another 23,500 employees.

NUMBER OF EMPLOYEES COVERED BY EXPIRING AGREEMENTS DURING 1978

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Manufacturing	7,338	13,796	3,969	1,275
Construction	2,616	34,731	-	-
Trade & Service	12,877	17,136	3,005	25,395
Other Industries	1,573	3,540	2,517	1,045
TOTAL	24,404	69,203	9,491	27,715

B.C. COLLECTIVE AGREEMENTS EXPIRING IN 1978

Employer	Union	Employees Covered	Date of Expiry
B.C. Food Industry Labour Relations Association	Retail Clerks, Local 1518	3528	31 Mar
B.C. Hotels Association (excluding Vancouver)	Hotel Employees, Local 40	7000	30 Apr
B.C. Hotels Association (Vancouver)	Hotel Employees, Local 40	3000	30 Apr
B.C. Printing Firms	Graphic Arts, Local 210	688	30 Apr
B.C. Railway	Canadian Union of Transportation Employees, Local 1	865	31 July
B.C. School Trustees Association	Teachers	23,500	31 Dec
Cassiar Asbestos	Steelworkers, Local 6536	475	31 Aug
Cominco Fording Coal	Steelworkers, Local 7884	702	30 Apr
Construction Labour Relations Ass'n	Building Trades Unions	35,000	30 Apr
Eaton's (Victoria)	Eaton's Employees Association	800	31 Jan
Fisheries Ass'n of B.C. (Cannery)	Native Brotherhood of B.C.	1000	15 Apr
Fisheries Ass'n of B.C. (Cannery)	United Fishermen	3000	15 Apr
Fisheries Ass'n of B.C. (Fresh Fish and Cold Storage)	United Fishermen	1000	15 Apr
Fraser Valley Milk Producers Ass'n	Teamsters, Local 464	1100	31 Mar
Granduc Operations	5 unions	600	30 June
Hyatt Regency Hotel	Hotel Employees, Local 40	500	30 Apr
Insurance Corporation of B.C.	O.T.E.U., Local 378	2300	30 Sept
Lornex Mining	Steelworkers, Local 7619	602	30 June
Maintenance Contractors	Service Employees, Local 244	1200	30 June
Master Trade Union Office Agreement	O.T.E.U., Local 15	400	31 Mar
Metal Industries Association (Mainland Companies)	Machinists, Lodge 692	1459	31 Mar
Simon Fraser University	University & College Employees Ass'n, Local 2	650	31 Mar
University of British Columbia	C.U.P.E., Local 116	1470	31 Mar
Utah Mines	Operating Engineers, Local 115	637	15 Apr
Vancouver Car Dealers Ass'n	Machinists, Lodge 1857	550	31 Mar

SOURCE: *Province of British Columbia, Ministry of Labour*
 "Calendar of Expiring Collective Agreements"

OPERATIONAL STATISTICS

The following tables present selected aggregate statistics derived from the operations of Canada Employment Centres throughout the B.C./Yukon Region. These reflect, not only the manpower demand/supply situation that exists in the region, but they are available on a disaggregated basis for each Canada Employment Centre.

TOTAL VACANCIES NOTIFIED TO CEC'S B.C./YUKON REGION

Quarterly Averages

	1977	1976	% Change
First Quarter	9,197	8,810	4.4
Second Quarter	14,716	12,774	15.2
Third Quarter	14,690	14,209	3.4
Fourth Quarter	8,934	10,017	-10.8
Annual	11,884	11,453	3.8

REGULAR PLACEMENTS BY CEC'S B.C./YUKON REGION

Quarterly Averages

	1977	1976	% Change
First Quarter	6,874	6,473	6.2
Second Quarter	11,021	9,384	17.4
Third Quarter	11,732	11,113	5.6
Fourth Quarter	7,222	8,500	-15.0
Annual	9,212	8,868	3.9

CLIENT REGISTRATION RECEIVED AT CEC'S B.C./YUKON REGION

Quarterly Averages

	1977	1976	% Change
First Quarter	41,565	38,015	9.3
Second Quarter	49,745	47,923	3.8
Third Quarter	45,540	41,587	9.5
Fourth Quarter	43,550	43,488	0.1
Annual	45,100	42,753	5.5

Similar operational statistics are available from the unemployment insurance component of B.C./Y.T. Region operations. A majority of unemployment insurance claimants are registered for employment with CEC's, but a few special groups are excluded from this requirement. Examples of such groups are union members hired through hiring halls, and those receiving maternity benefits. For additional information on unemployment insurance statistics, see the Statistics Canada quarterly publication titled 'Statistical Report on the Operation of the Unemployment Insurance Act,' catalogue number 73-001.

SELECTED UNEMPLOYMENT INSURANCE OPERATIONAL STATISTICS B.C./YUKON REGION

	1977	1976	% Change
Total Initial and Renewal Claims Allowed	309,172	301,503	2.5
Beneficiaries (monthly average)	81,867	79,752	2.7

JOB SEARCH METHODS

In 1977, the percentage of the unemployed seeking full-time work increased slightly to 74.7 per cent from 73.5 per cent in 1976. The number of those on

layoff but waiting to return to work rose from 8,000 in 1976 to 11,000 in 1977 (included in the 'Other' category in table below).

B.C. UNEMPLOYED BY TYPE OF WORK SOUGHT

Annual Averages, 1977
(Estimates in 000's)

	Total	Looked for Full-Time Work	Looked for Part-Time Work	Looked for Permanent Work	Looked for Temporary Work	Other
Both Sexes	99	74	14	78	10	11
Men	53	42	4	42	5	6
Women	46	32	9	36	5	5
Married	52	38	6	40	4	8
15 - 24 Years	46	35	8	37	6	-
25 and Over	53	39	6	41	4	8

SOURCE: *Statistics Canada*

Of those that looked for work in 1977, about 60 per cent utilized the public employment agency as one of their job-search methods. The largest pro-

portion, about 73 per cent contacted employers directly. Almost all of those who did not look are included in the temporary layoff category.

B.C. UNEMPLOYED BY JOB-SEARCH METHODS

Annual Averages, 1977
(Estimates in 000's)

	Total Unempl.	Did not Look *	Looked	Contacted Employers Directly	Used Public Agency	Looked at Ads	Used Other Methods
Both Sexes	99	11	88	64	53	44	40
Men	53	6	47	34	30	22	24
Women	46	5	41	30	24	21	16
15 - 24 Years	46	-	43	33	28	22	18
25 Years & Over	53	8	45	30	26	22	22

SOURCE: *Statistics Canada*

* Includes those on temporary lay-offs.

OCCUPATIONAL DEVELOPMENTS

Despite the existence of high unemployment and a reduced flow of job vacancies, many occupations still offer a better than average employment opportunity. For occupations in the managerial, professional and technical categories specific experience is often a requirement. Among the skilled trades occupations are many that require long apprenticeships. In most cases job orders specify a requirement for well qualified individuals. Other jobs frequently are available only in more remote areas of the region or differences may exist between the skills required and the skills available.

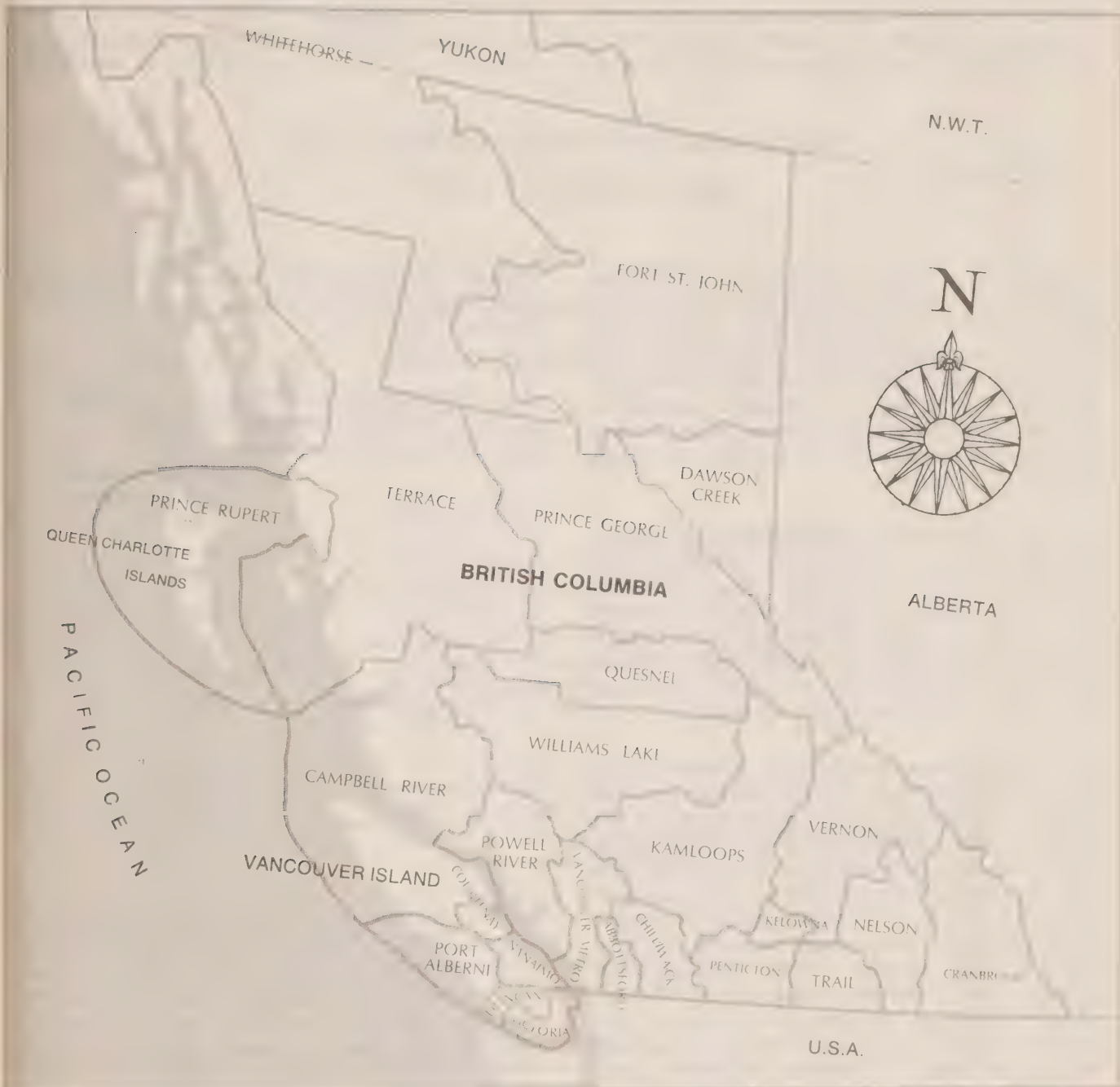
Listed below are the occupations that appear in the 'manpower requirement categories' on the latest Forward Occupational Imbalances Listing (FOIL) which was revised February 28, 1978. This listing is prepared quarterly by the Regional Economic Services Branch from information supplied by a variety of internal and external sources. Data used in the analysis comes from the Job Vacancy Survey, Unemployment Insurance, registered client and vacancy data plus employment and growth estimates from the Canadian Occupational Forecasting Program (COFOR).

B.C. OCCUPATIONS IN DEMAND

Financial Management Occupations
Management Trainees, Finance
Comptrollers
Accountants, Auditors & other Financial Officers
Electrical Engineers
Electrical Draughtsmen
Heating and Ventilation Draughtsmen
Systems Analysts, Computer Programmers
System Analysts, Business
Programmers, Business
Dentists
Psychiatric Nurses
Therapists
Speech Therapists
Occupational Therapists
Physiotherapists
Dental Hygienists
Dental Assistants
Stenographers, Legal
Technical Salesmen
Commercial Travellers
Sales Persons, Parts
Insurance Salesmen
Real Estate Salesmen
Specialists Cooks
Cooks,, Specialty Foods
Specialist Cooks
Cooks, Specialty Foods
Barbers/Hairdressers
Cosmetologists
Maids, Domestic
Dry Cleaning Occupations
Pressing Occupations

Dairy Workers, Farm
Timber Cutting Occupations
Fallers
Log Hoisting Occupations
Mining Machine Operators
Fire Bosses
Shake Sawyers
Tool and Die Making
Machinists
Welder-Fitters
Welders
Structural-Metal Fabricators
Boilermakers, Erection and Repair
Electricians, Maintenance
Electrical Repairmen
Radio and Television Repairmen
Motor Vehicle Mechanics
Body Repairmen
Helicopter Mechanics
Millwrights
Construction Equipment Mechanics
Diesel Mechanics
Business & Commercial Machine Mechanics & Repairmen
Precision Instrument Repairers
Power Linemen
Electricians
Carpenters, Maintenance
Bricklayers
Tile Setters
Boiler and Pipe Insulators
Pipe Fitters, Maintenance

CANADA EMPLOYMENT CENTRES BRITISH COLUMBIA/YUKON REGION



CANADA EMPLOYMENT CENTRES

OKANAGAN-KOOTENAY AREA: Cranbrook, Kamloops, Kelowna, Nelson, Penticton, Trail, Vernon, Williams Lake

METRO VANCOUVER AREA: Abbotsford, Chilliwack, Langley, Vancouver Metro

NORTH CENTRAL AREA: Dawson Creek, Fort St. John, Prince George, Prince Rupert, Quesnel, Terrace, Whitehorse

VANCOUVER ISLAND AREA: Campbell River, Courtenay, Duncan, Nanaimo, Port Alberni, Powell River, Victoria

IMMIGRATION DISTRICT OFFICES AND CANADA IMMIGRATION CENTRES

VANCOUVER: Aldergrove, Douglas, Huntingdon, Nanaimo, New Westminster, Vancouver, Vancouver International Airport, Victoria

KAMLOOPS: Dawson Creek, Kamloops, Kelowna, Kingsgate, Nelson, Osoyoos, Prince George, Prince Rupert

AREA DEVELOPMENTS

METRO VANCOUVER AREA

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The Metro Vancouver Area labour market enjoyed moderate expansion of employment levels during 1977, but fewer job vacancies were available than in 1976. This unusual pattern of changes was the product of much greater employment stability in 1977, as workers with jobs seemed reluctant to change employment. Employee turnover and time lost through industrial disputes were both unusually low in 1977.

Average employment levels increased by about 2.7 per cent over the 1976 average, mainly through moderate growth of the Area's large service industries. The Metro Area captured approximately 60 per cent of total employment growth in B.C. - a marked improvement over 1976, when the Metro Area economy created only one new job for every four created elsewhere in the province.

This moderate expansion of employment outpaced growth of the local labour force. Population growth in 1977 was slow by historical standards for the Area, but more rapid than that experienced in 1976 when unusual net out-migration was reported. The size of the population of working age increased by about 1 per cent in 1977 and accounted for about 60 per cent of the labour force expansion. The total effect of these changes on the "demand" and "supply" sides of the labour market were reflected in lower unemployment rates and increased employment rates. The Labour Force Survey's annual average estimates for these key indicators appear in the following table. Two sets of estimates were provided.

The Vancouver Census Metropolitan Area (CMA) estimates refer to the greater Vancouver area to and including the municipalities of Maple Ridge and Langley. The estimates for the larger Economic Region 95 refer to all of the lower Fraser Valley (including the Vancouver CMA), plus the Sunshine Coast and Powell River Regional Districts. The Metro Vancouver management area covered by the

Canada Employment and Immigration Commission's operations statistics roughly corresponds with Economic Region 95.

LABOUR FORCE SURVEY ESTIMATES METRO VANCOUVER AREA

Annual Averages, 1977

	Vancouver CMA	Economic Region 95
Population 15+	936,000	1,041,000
Labour Force	605,000	665,000
Participation Rate	64.6%	63.8%
Employment	558,000	612,000
Employment Rate	59.6%	58.8%
Unemployment	46,000	52,000
Unemployment Rate	7.7%	7.9%
Not in Labour Force	331,000	377,000

SOURCE: *Labour Force Survey, Statistics Canada*

Modest improvements in the levels of employment were not sufficiently large to generate increased numbers of job vacancies. Reduced turnover rates reported by most industries more than offset increased vacancies associated with employment growth. Job Vacancy Survey results for British Columbia showed that the average stock of full-time job vacancies available in 1977 was 18 per cent smaller than in 1976. In the Metro Vancouver Area, the reduction may not have been quite as large, but still represented a significant decrease in job opportunities available to the unemployed.

Operation statistics collected by Metro Vancouver Area Canada Employment Centres (CEC's) obviously were affected by these labour market changes. However, reductions in vacancies available at local CEC's were not as large as those estimated for the

total labour market in the Metro Vancouver Area. The total flow of job vacancies notified to Area CEC's in 1977 decreased to 53,900 - a less than 1 per cent drop from 1976. The average number of persons without employment on file at Area CEC's increased to 67,000 over the same time period.

Although the total number of job vacancies available were smaller in 1977, mild shortages of qualified individuals in some occupations still were reported at year end. These shortages, and other occupations which offered better than average employment opportunities, are presented in the table following.

HIGH OPPORTUNITY OCCUPATIONS

Metro Vancouver Area

CCDO CODE	DESCRIPTION
1171	Accountants, Auditors and Other Financial Officers
2183	Systems Analysts, Programmers and Related Occupations
3131	Nurses, Graduate, except Supervisors
3137	Physiotherapists, Occupational and other Therapists
3157-110	Dental Hygienists
3710-150	Ski Instructors
4111	Secretaries and Stenographers
4113	Typists and Clerk-Typists
5133	Commercial Travellers
5171	Insurance Salesmen and Agents
5172	Real Estate Salesmen
5199-158	Telephone Solicitors
6121-110	Specialist Chefs
6121-126	Cooks, Specialty Foods
6121-130	Short-Order Cooks
6125	Waiters, Hostesses and Stewards, Food and Beverage
6130-110	Managing Supervisors, Building
6143-118	Cosmetologists
6147	Babysitters
6149-114	Maids, Domestic
6163	Dry Cleaning Occupations
6165	Pressing Occupations
7191	Dairy Workers, Farm
7195-122	Nursery Workers
7513-118	Fallers and Buckers
7517	Log Hoisting, Sorting, Moving
8311	Tool-and-Die Makers
8582	Aircraft Mechanics and Repairmen
8584-122	Millwrights
8584-378	Construction-Equipment Mechanics
8584-382	Diesel Mechanics

Effective March 13, 1978

Area Developments (con't.)

Employment

Employment in the Metro Vancouver Area grew by about 16,000 jobs during 1977, an increase of about 2.7 per cent. This was a marked improvement over the 1 per cent gain noted in 1976, but fell far short of increases of 7 per cent per year estimated at the peak of the expansion in 1973 and 1974. Nearly all of the Area's employment gains reported for 1977 could be attributed to renewed growth of the large *community, business and personal services sector* and to rapid growth in the smaller *finance, insurance, and real estate sector*. Job Creation projects funded by the provincial government and by the federal government also provided a significant contribution to the employment gains reported.

Employment in the *primary and secondary industries* (which directly provide about one job in four in the local economy) showed almost no growth in 1977, after mild increases in 1976.

Within the manufacturing sector, employment at Area saw, shingle, and planing mills increased by about 1,000 jobs during 1977. These gains were offset by reductions in other manufacturing. Total employment in manufacturing showed no improvement over 1976. The outlook for this sector for 1978 hardly is promising. Layoffs have occurred (or are expected shortly) at two technologically obsolete plywood plants, at one paper bag manufacturer, at a major electrical products manufacturing plant, and at several small establishments. Also, one plywood plant was forced to close temporarily when a mill fire destroyed their normal supply of veneer. The medium term outlook is more optimistic. Development of several large suburban industrial parks has started; a large floating dry-dock facility is planned for the port of Vancouver, and reopening of the B.C. Railcar plant at Squamish as a heavy manufacturing plant is possible.

The *construction* sector provided an average of about 47,000 jobs in the Metro Vancouver Area during 1977 - a slight increase over 1976. The total value of building permits issued in the Metro

Vancouver Area in 1977 was almost exactly that reported in 1976. Value of permits for industrial and commercial construction dropped by 40 per cent and 6 per cent respectively, while residential construction permits increased in value by 8 per cent. Adjustment for increased costs of construction between 1976 and 1977 show a smaller increase in residential construction, and even larger reductions in industrial and commercial construction activity. Total dwelling starts in the Vancouver CMA decreased by 1,445 units, as residential construction price indices rose by 10 per cent. Non-residential construction price indices rose by about 8 per cent during 1977. Institutional and government buildings provided the growth component in the construction sector. Value of permits issued for this sub-sector rose by 65 per cent, mainly for construction of new hospitals, and expansions of existing hospital facilities.

VALUE OF BUILDING PERMITS METRO VANCOUVER AREA

January to November
(\$000,000)

	1977	1976	1975	1974
Residential	517	513	439	378
Industrial	45	75	39	53
Commercial	215	229	156	147
Institutional & Government	108	65	88	50

SOURCE: *Building Permits*, Statistics Canada

Employment in the local construction industry in 1978 is unlikely to grow significantly beyond the levels established in 1977. Relatively large year-end stocks of newly completed and unoccupied dwelling units limit potential for expansion in the residential construction sector. The potential for increases in commercial construction also is relatively weak. Construction of large local shopping malls seems to have reached a saturation point. One very large centre is under construction in Coquitlam, but no other new malls are expected in the near future. Construction of office towers in the city core also has passed peak levels of activity. Absorption rates of 400,000 to 600,000 square feet per year indicate that the existing 1.2 million square feet surplus space will not be utilized for at least two years. At least one firm is starting construction of a new office tower in 1978, planning completion for 1980 when the market for office space should be stronger. Growth potential does exist; about 4 million square feet of space currently is on the drawing boards. A few of these plans may be implemented in 1978.

The tertiary industries provided most of the employment increases reported in the Metro Vancouver Area in 1977. However, the increases were concentrated in only a few of these service producing industries.

The *transportation, communications, and utilities* sector employed fewer persons in 1977 than it did in 1976. The industry provided about 65,000 jobs in the Area during 1977. Cutbacks were largest in the *transportation* sector, where employment contracted by about 4 per cent in 1977. This sector may be the service industry most directly influenced by the primary and secondary industries, as well as by conditions in other service industries. Poor performance of local manufacturing, construction, and retail trade obviously had a negative impact in the transportation sector. Relocation of a major trucking firm to Alberta, and continued cutbacks by a major air carrier also eroded local employment in this sector. Reduced temporary hiring of Post Office mail sorters for the Christmas season had a minor negative impact on employment in the communications sector, and a large impact on vacancies notified to Area CEC's.

Employment levels in the *trade* sector in Metro Vancouver also were eroded slightly in 1977, in spite of the completion of a large shopping mall in Richmond. Sluggish growth of retail sales volumes had an adverse effect on employment in this sector. The dollar value of retail sales in the Vancouver CMA increased by only 10 per cent in 1977. Adjustment for inflation would show only minor growth in real sales volumes. Job vacancies available in this sector shrank more rapidly than employment levels as turnover rates fell and as employers were able to staff for peak levels of activity by increasing hours worked per week by part-time employees.

The *finance, insurance and real estate* sector has grown rapidly over the past year. Employment increases at larger firms (i.e. with twenty or more employees) have been estimated at about 15 per cent during 1977. Increases reported were greatest in the insurance and real estate sectors, but the finance sector also is growing rapidly (at about 8 per cent per year).

The very large, *community, business and personal services* sector (which provides about 185,000 to 190,000 jobs in the Metro Area) was the principal growth component among the tertiary industries. Through the first six or seven months of the year, the employment and payroll survey showed substantial year-to-year gains in both business and personal services. By October, employment in both of these sectors had stabilized at levels achieved a year ago. Employment increases, at least of larger firms, all were realized by mid-year. The large Canada Works and Young Canada Works programs of 1977 also provided a significant contribution to expansion of service sector employment. These job creation programs also had a significant impact on the workloads at Area CEC's.

The following table details the operational impacts of recent changes in the local labour market upon operations of Area CEC's. Slightly fewer vacancies were notified to the CEC's in 1977 than in 1976, and the industrial mix of these vacancies changed considerably. The historical data presented reflect the reductions in employment opportunities that have accompanied the recent slowing of economic growth.

Area Developments (con't.)

TOTAL JOB VACANCIES NOTIFIED TO METRO VANCOUVER CEC'S

Industry	1977	1976	1975	1974	1973
PRIMARY INDUSTRIES	2,318	2,901	3,384	5,310	4,256
SECONDARY INDUSTRIES	11,892	12,994	14,426	25,425	26,270
Manufacturing	7,386	7,805	9,156	17,356	18,874
Food and Beverages	764	802	1,366	2,193	2,122
Wood	858	886	1,035	2,063	3,121
Paper & Allied	246	229	294	628	604
Metal Fabricating	1,035	1,030	1,055	2,514	2,856
Machinery	696	586	642	1,312	1,477
Transportation Equipmt.	541	704	903	1,350	1,448
Construction	4,506	5,189	5,270	8,069	7,396
TERTIARY INDUSTRIES	39,659	38,175	47,795	68,407	69,952
Transportation, Communications & Other Utilities	2,977	4,977	7,898	8,877	10,959
Trade	7,225	7,635	9,943	16,528	16,264
Finance, Insurance & Real Estate	1,526	1,668	2,043	3,357	3,384
Community, Business & Personal Services	22,071	18,288	22,103	31,125	30,623
Public Administration	5,860	5,607	5,836	8,520	8,721
ALL INDUSTRIES	53,869	54,070	65,605	99,142	100,478

Labour Force

Two components of labour force growth re-established long-term trends in 1977, after unusual deviations from these trends in 1976. Through the first nine months of 1976, available indicators of changes in population size showed net out-flows from B.C. and from the Metro Vancouver Area for the first time in nearly 20 years. By 1977, that unusual pattern had disappeared, but net-inflows remained much smaller than those recorded when employment opportunities were much more buoyant. This renewed immigration and changes in the age structure of the population generated increases of slightly more than 1 per cent in the size of the population of working age (i.e. 15 years of age or older). This slow growth of the working age population accounted for 60 per cent of the estimated increase in the size of the Area's labour force. The remaining 40 per cent of the year-to-year change was the product of renewed increases in labour force participation rates, after a period of unusual stability through the last half of 1976 and the first quarter of 1977.

AVERAGE PARTICIPATION RATES (%) VANCOUVER CMA*

	1977	1976
First Quarter	62.5	62.7
Second Quarter	65.3	64.7
Third Quarter	66.7	65.9
Fourth Quarter	64.0	63.0
Annual	64.6	64.1

SOURCE: *Labour Force Survey, Statistics Canada*

* Census Metropolitan Area

The combined effect of these changes was an increase in the size of the local labour force of about 12,000 persons, a gain of 1.9 per cent. This growth was much slower than that experienced in the rest of British Columbia.

The labour force growth experienced in 1977 did not match employment gains; average unemployment levels dropped by about 3,000 and the unemployment rate improved by about one half a point.

AVERAGE UNEMPLOYMENT RATES (%) VANCOUVER CMA*

	1977	1976
First Quarter	8.4	8.6
Second Quarter	7.3	9.3
Third Quarter	7.8	8.1
Fourth Quarter	7.1	6.8
Annual	7.7	8.2

SOURCE: *Labour Force Survey, Statistics Canada*

* Census Metropolitan Area

Employment growth also outpaced growth of the working age population, thereby increasing the employment rate. This ratio of employment to persons of working age has become a common indicator of relative strength of the labour market. It is unaffected by changes in labour force participation rates which can cause changes in the popular "hardship" index, the unemployment rate.

AVERAGE EMPLOYMENT RATES (%) VANCOUVER CMA*

	1977	1976
First Quarter	57.3	57.3
Second Quarter	60.5	58.7
Third Quarter	61.5	60.6
Fourth Quarter	59.2	58.7
Annual	59.6	58.8

SOURCE: *Labour Force Survey, Statistics Canada*

* Census Metropolitan Area

the jobs connection



CANADA EMPLOYMENT CENTRES

Through its network of Employment Centres through the Metropolitan Vancouver area, the Canada Employment & Immigration Commission delivers vital labour market services without cost to thousands of employers.

A new computerized manpower order processing system links all

Employment Centres in the Metro area exposing available jobs to a much larger pool of potential workers. Employers seeking workers, or in need of a wide range of manpower planning, industrial training programs or labour market data, are invited to contact any Canada Employment Centre listed below.

Vancouver	440 W. Hastings St. (Logging & Mining)	666-2166	Vancouver	2902 West Broadway	732-4551
Vancouver	1110 W. Georgia Street	681-8253	Burnaby	5000 Kingsway	437-3761
Vancouver	125 East 10th Avenue	872-7431	New Westminster	29 - 6th Street	526-4511
Vancouver	1747 East Hastings Street	251-2421	North Vancouver	1221 Lonsdale Avenue	988-1151
Vancouver	789 W. Pender Street (Executive & Professional Division)	666-2351	Surrey	10072 King George Highway	588-5981
Vancouver	5550 Fraser Street	324-1142	Richmond	5635 - #3 Road	273-6431
			Maple Ridge	22335 Lougheed Highway	467-5515



AREA DEVELOPMENTS

VANCOUVER ISLAND AREA

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During 1977, there were fewer job opportunities offered by employers through the Area's Canada Employment Centres for Vancouver Island residents than there have been for several years.

The count of vacancies notified to Employment Centres is not a complete record of all jobs opening in the labour market, as employers frequently hire through union halls, personal contacts or direct advertising. However, the trend of this measure reflects the overall job market, and, at this point in time, certainly emphasizes the paucity of job opportunities for the many more job seekers in Vancouver Island area communities.

VACANCIES NOTIFIED TO CANADA EMPLOYMENT CENTRES VANCOUVER ISLAND AREA

Year	Total Number
1977	24,800
1976	26,000
1975	25,200
1974	35,400
1973	31,900
1972	22,500
1971	19,500

Job openings, as illustrated by the Employment Centres counts, refer to all types of vacancies—seasonal, turnover; replacement needs for retirements; and the new openings coming to the labour market because of new or expanded businesses.

The tremendous growth in vacancies notified to the Area's Employment Centres from 1972 to 1973/1974, of course reflected the strong employment growth which the Island economy experienced against the booming lumber market of those years, while the much lower 1975 level reflects the downturn in the economy.

The substantial pick-up of the basic logging and wood products industries during 1976 and the further, albeit, slight growth into 1977 has not translated itself into another surge in vacancies. The major reason for this continued sluggish pattern is that turnover has declined markedly over the past few years. With no, or just minimal, employment growth in the base industries from 1974 to the present time, and with increasing numbers of job-seekers in the labour market, persons already at work are staying in their jobs.

The particularly sluggish nature of the goods producing industries which forms the base of most Vancouver Island communities is reflected well in the industrial detail of vacancies notified to area Employment Centres

TOTAL VACANCIES NOTIFIED TO CANADA EMPLOYMENT CENTRES VANCOUVER ISLAND AREA (Selected Industries)

	1977	1976	1975	1974
Forestry	1,660	2,170	2,240	3,290
Mining	90	170	210	570
Manufacturing	2,770	4,100	2,940	4,500
(Wood Products)	(70)	(910)	(500)	(940)
(Pulp & Paper)	(1,100)	(1,790)	(1,380)	(2,310)
Construction	1,200	1,740	1,830	2,550
Transportation, Communications & Other Utilities	1,210	1,240	1,080	1,210
Trade	2,800	2,660	3,000	4,330
Finance, Insurance, Real Estate	690	680	570	850
Community, Business & Personal Services	9,600	8,370	8,800	11,650
Public Administration & Defence	4,360	3,990	3,650	5,580
Total	24,800	26,000	25,200	35,400

Area Developments (cont.)

The goods producing industries in 1977 amounted to less than 25 per cent of total vacancies, while in 1974 this group of industries contributed over 45 per cent of the vacancies.

Against this extremely sluggish employment market background, unemployment has remained at high levels throughout 1975, 1976 and 1977. The slight decline in the unemployment rate experienced during the economic pick-up period in 1976, was reversed in 1977 as insufficient job opportunities were opened up for the growing labour force.

AVERAGE UNEMPLOYMENT RATES (%) VANCOUVER ISLAND AREA

	1977	1976	1975
First Quarter	11.1	9.1	10.6
Second Quarter	9.4	8.4	9.2
Third Quarter	8.8	8.1	10.1
Fourth Quarter	9.0	8.8	7.8
Annual	9.6	8.6	9.4

SOURCE: *Labour Force Survey, Statistics Canada*

The Vancouver Island unemployment and labour force information is developed by the Statistics Canada labour force survey and refers to Economic Region 96 which comprises Vancouver Island and part of the coastal area north of Powell River. The Powell River CEC area is not included in this region, but with a similar economic structure in Powell River to the North Island centres, it is likely that Powell River has experienced similar unemployment levels.

One further point should be noted here. The higher unemployment rates illustrated by the labour force survey should be read against the participation rate which measures the active labour force (those employed or unemployed looking for work) against

the working-age population (over 15 years of age.) The higher unemployment rates of 1977 have come at a time when labour market participation started easing again from mid-year; this further emphasizes the sluggish nature of the job market.

AVERAGE PARTICIPATION RATES (%) VANCOUVER ISLAND AREA

	1977	1976	1975
First Quarter	58.0	57.1	57.0
Second Quarter	59.6	57.8	57.3
Third Quarter	58.2	59.2	58.1
Fourth Quarter	55.4	59.0	57.5
Annual	57.8	58.2	57.5

SOURCE: *Labour Force Survey, Statistics Canada*

The unemployment rate, although noticeably high, therefore does not reflect economic conditions unless participation is also considered.

A far better picture of economic conditions can be obtained by using the *employment rate*, which looks at the employment level as a proportion of the working-age population.

AVERAGE EMPLOYMENT RATES (%) VANCOUVER ISLAND AREA

	1977	1976	1975
First Quarter	51.5	52.0	51.0
Second Quarter	54.0	52.8	52.0
Third Quarter	53.0	54.4	52.0
Fourth Quarter	50.5	53.8	53.0
Annual	52.3	53.3	52.1

SOURCE: *Labour Force Survey, Statistics Canada*

The employment rate for Vancouver Island improved during 1976, only to drop again to close to the level of 1975, despite a regrowth of base industry employment since that time. It does point out that the sluggish economy is only offering a few additional job opportunities for the still growing working-age population.

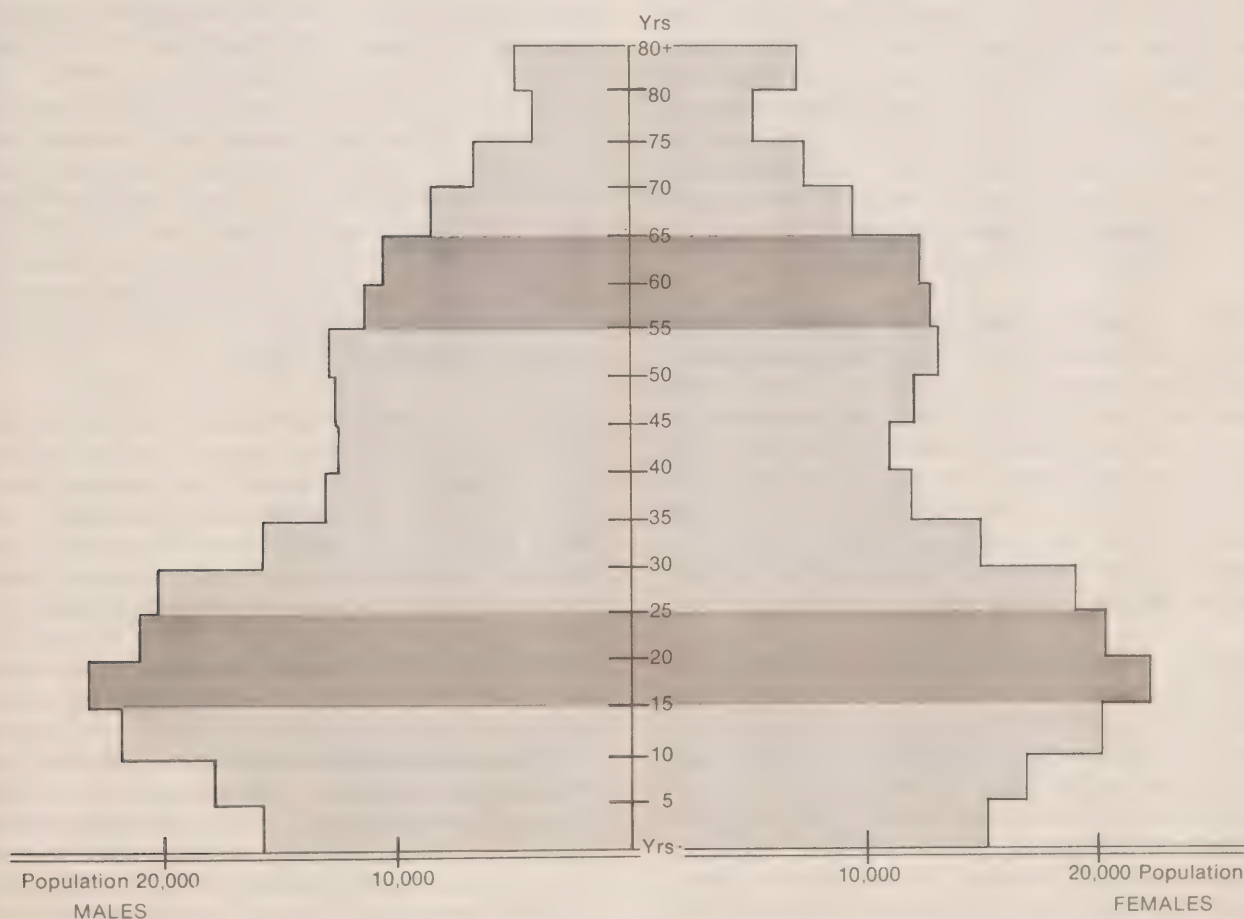
The Vancouver Island area, common to British Columbia and other parts of Canada, is still experiencing a major surge of young persons entering the labour market.

The following age profile of the Vancouver Island population provides the best description of this

youth 'bulge' which has been moving through the school system and into the working-age population over the last few years.

The close to 45,000 persons in the 15-19 age group, counted during the 1976 Census, is now following 40,000 young persons of 20-24 years of age who have just entered, or are still entering the labour market. At the same time, the 55-59 and 60-64 age groups, from which through retirements, most of the replacement needs of the present economy will come, stood at just over 24,000 in each age group or about half size of the youth groups starting on their working years.

AGE PROFILE OF VANCOUVER ISLAND AREA POPULATION



SOURCE: 1976 Census of Canada, Statistics Canada

Area Developments (con't.)

Industrial Employment

The pick-up of employment in the *wood products* and *logging* sectors that took place in 1976 with slight additions in 1977 has already been remarked on. The major buyer of lumber products, the U.S. housing market, has been at high levels throughout 1976 and 1977; this, combined with the lower Canadian dollar, has enabled Island producers to operate at close to capacity levels.

The other major segment of the forestry related industries, the *pulp and paper* sector has had a much weaker market to contend with and several Island area pulp mills were operating in 1977 well under capacity. A couple of short closures were in effect during 1977 to reduce inventory level. Despite this weakness for pulp products, overall this sector on Vancouver Island has maintained a stable, and good employment level over the past few years. It has not, however, offered any additional employment to enhance the economic base.

There are several renovation or pollution control building programs underway at Vancouver Island sawmills and pulpmills. In most cases, a net loss of employment can be anticipated on completion of the projects as outdated facilities are replaced by more automated plants. The present emphasis on updating facilities in order to maintain or increase competitiveness on world markets, once more, points out the tremendous impact external markets have on the local economies of Vancouver Island.

Growth of these external markets is generally projected as slower into the 1980's than during the 1960's and early 1970's and other countries are building similar export industries. The Vancouver Island economy will only be able to hold even its present share of the world lumber, pulp and paper markets by increasing productivity or reducing various costs. In addition to the, already commented on, push toward increased productivity by updating Island Mills, a move toward increased transportation efficiency is being made through the planning for a new forest products port for Nanaimo.

The *construction industry* has been operating well under capacity throughout 1977. A heavy surplus of new homes started in 1976 has meant much reduced residential building activity. The mid-Island area including Nanaimo and district, Parksville to Ladysmith has been particularly hard hit with permits taken out in the January to November period in 1977, only accounting for 700 housing units, compared to 1,350 in 1976 and 2,275 in 1975.

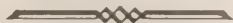
Residential construction in the Victoria metropolitan area was also down considerably with 3,166 starts in 1977 (full year) compared to 4,439 in 1976. This drop of close to 30 per cent in housing starts in Victoria compares with a less than 10 per cent drop in Vancouver. One of the few areas to move against this declining construction trend was the Powell River area where permits were taken out for 124 units in the first 11 months of 1977, well above the 39 of the year before. Port Alberni was also ahead of a year ago, but even their housing construction remains below the 1975 level.

Several major mill projects started in mid or late 1977; these will employ several hundred workers over the next year. However, the housing market continues weak. As residential construction is the larger employer of construction manpower, employment opportunities for construction workers is unlikely to improve markedly during this year.

Tourism is another major employment sector on Vancouver Island, and provides a major part of the economic base for Victoria. During 1977, tourist traffic increased substantially over 1976; the good weather extending well into autumn and the declining Canadian dollar encouraged visitors from the United States for a greatly extended season. This far better tourist season did not translate into as many immediate jobs in the tourist sector; many smaller hotels and motels had barely weathered the bad 1976 season and were reluctant to hire additional workers. However, the bi-centennial cel-

ebtrations, increased tourism advertising and, most important, the lower Canadian dollar should allow for further improvement in tourist traffic that will lead to better employment opportunities during the summer of 1978.

The fairly slight improvements in employment levels anticipated in most industrial sectors, even with a possible large tourism gain in 1978, does not appear likely to generate sufficient job opportunities to absorb those presently unemployed into the job market, as well as further labour force growth. Any major change in employment for the Vancouver Island area waits on the fruition of plans such as the Duke Point harbour development, and possible 2 or 3 new mills on an adjacent industrial estate in Nanaimo and the possible coal mine near Campbell River. The employment impact from these projects, if they are given the final go-ahead, will only start to show in 1979/1980. Until that time, the Vancouver Island labour market is likely to remain sluggish, offering relatively few job opportunities compared to the stronger Metro Vancouver labour market or even to the rest of British Columbia.



The Labour Force Survey has recently produced estimates of working-age population, labour force, employment, and unemployment for Vancouver Island and Victoria.

This material has not been available for a sufficient period to develop any trend or comparative numbers over time. The following table is therefore given for current information.

LABOUR MARKET ESTIMATES *
Annual Averages, 1977

	Vancouver Island	Victoria
Population of Working Age	347,000	175,000
Labour Force	201,000	101,000
- Participation Rate	57.8%	57.9%
Employed	181,000	93,000
- Employment Rate	52.3%	53.1%
Unemployed	19,000	9,000
- Unemployment Rate	9.6%	8.6%
Not in the Labour Force	146,000	74,000

SOURCE: *Labour Force Survey, Statistics Canada*

* New series begun in 1977

AREA DEVELOPMENTS

OKANAGAN-KOOTENAYS AREA

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An upturn in logging and sawmilling operations which developed during 1976, carried through 1977, continued to provide strength for the Area's economy. Log production increased by eight per cent in 1977 and lumber shipments rose by seventeen per cent in the wake of a thirty per cent jump between 1975 and 1976. The Area's three pulp mills again curtailed production in 1977 for two to four week intervals as depressed markets continued to plague the industry.

FORESTRY ACTIVITY OKANAGAN-KOOTENAYS AREA

	1977	1976	1975
Timber Scale (Million Cubic Feet)			
Thompson-Nicola- Okanagan-Shuswap Area	316.0	280.5	198.5
Kootenay Area	240.3	214.3	172.7
Clinton-Williams Lake- Quesnel Area	238.1	241.8	192.3
Total, Above Areas	794.4	736.6	563.5
Carload Lumber Shipments (Million Board Feet)			
Southern Interior	2524.7	2089.5	1580.7
Clinton-Williams Lake- Quesnel Area	1419.4	1284.6	1062.3
Total, Above Areas	3944.1	3374.1	2643.0

SOURCE: B.C. Forest Service

Other active sectors in 1977 included non-forest based manufacturing, retail trade and hospitality services. The downturn in construction, however, which prevailed in 1976 continued into the current period.

As indicated, residential building declined again for the second successive year. Although housing activity was down generally in the Area, substantial increases did occur in several urban centres,

notably Cranbrook, Revelstoke, Williams Lake and Vernon, and also in the Thompson-Nicola and Columbia-Shuswap census divisions.

DWELLING UNIT STARTS OKANAGAN-KOOTENAYS AREA

	1977	1976	1975
Okanagan Area	3,020	3,523	4,619
Kootenay Area	1,437	1,497	1,151
Kamloops- Williams Lake Area	1,511	1,632	1,842
Total	5,968	6,652	7,612

SOURCE: Monthly Building Reports & Statistics Canada.

Mineral production remained quite stable in 1977 even though the market for both coal and copper continued to deteriorate. Little change occurred in the agricultural sector, although the tonnage of tree fruits and grapes harvested in the Okanagan during 1977 declined slightly from that of the previous year. Higher prices realized from the sale of the current year's crop should maintain the total value of production near the level of 1976.

TREE FRUIT AND GRAPE PRODUCTION OKANAGAN-KOOTENAYS AREA

Year	Total Tonnage
1977	227,588
1976	244,923
1975	215,005

SOURCE: Ministry of Agriculture

Employment statistics for establishments with twenty or more employees, listed below for the period January-October 1975 to 1977, indicate that employment expansion occurred in the Okanagan and Kootenay areas during the current year but declined slightly in the Kamloops trading area. Gains in the Kootenays followed a reduction in employment levels between 1975 and 1976. The situation was reversed in the Kamloops area. In the Okanagan, the strong growth of 1976 weakened perceptibly.

ESTIMATED AVERAGE EMPLOYMENT OKANAGAN-KOOTENAYS AREA

	Jan. to Oct.			% Change	
	1977	1976	1975	76-77	75-76
East Kootenay	6,683	6,256	6,415	6.8	-2.5
West Kootenay	11,672	11,108	11,790	5.1	-5.8
Okanagan-Grand Forks	16,307	16,054	14,580	1.6	10.1
Total Okanagan-Kootenays	34,662	33,418	32,785	3.7	1.9
Kamloops Trading Area	10,130	10,280	9,510	-1.5	8.1
Total, Above Areas	44,792	43,698	42,295	2.5	3.3

SOURCE: Statistics Canada

Noteworthy Okanagan-Kootenays employment developments in 1977 are listed below:

EMPLOYMENT DEVELOPMENTS, 1977 OKANAGAN-KOOTENAYS AREA

Establishments	Project	Empl.
Afton Mines Ltd., Kamloops	New open pit copper mine	250
Brynnor Mines, Boss Mountain (100 Mile Area)	Expansion	40
Atco Industries Ltd., Penticton	New mobile and modular home plant	100
Trail Manufacturing Ltd., Trail	Re-opening chain saw plant	30
Komori Lumber, Clinton	Closure sawmill	(50)
Creston Valley Foods Ltd., Creston	New food processing plant	75
Homco Industries Ltd., Kelowna	Closure mobile home plant	(200)
Tamarack Properties Ltd. Cranbrook	Major new shopping centre	600
Kelowna General Hospital, Kelowna	Expansion, 100 beds	100
Trail Intermediate Care Home Society, Trail	Intermediate Care Hospital, 84 bed	50

Operational statistics, in the table below, compiled at Canada Employment Centres, indicate that employment activity in non-agricultural industries accelerated during 1977. The number of job vacancies notified by employers rose by almost 10 per cent over the previous year's total. A similar increase occurred in placements, partially offsetting the downturn of approximately fifteen per cent that occurred between 1975 and 1976.

SELECTED OPERATIONAL STATISTICS CANADA EMPLOYMENT CENTRES OKANAGAN-KOOTENAYS AREA

	1977	1976	1975
* Vacancies Notified			
Okanagan Centres	10,646	10,017	13,289
Kootenay Centres	8,817	7,916	9,533
Kamloops-Williams Lake Centres	9,025	8,087	7,955
Area Total	28,488	26,020	30,777
* Placements			
Okanagan Centres	8,486	7,818	10,479
Kootenay Centres	7,370	6,899	7,832
Kamloops-Williams Lake Centres	6,786	6,194	6,109
Area Total	22,642	20,911	24,420

* Excludes agricultural placements

All areas experienced a substantial increase in placements during 1977 in the public administration sector, largely attributable to job creation programs initiated by the federal and provincial governments. More significant gains were recorded in retail trade and the hospitality oriented industries, spear-headed by more travel activity and by the opening of a major new shopping mall at Cranbrook.

A marked decline in placements occurred during 1977 in the construction, transportation and real estate sectors. However, the pattern varied considerably between labour market areas. While construction placements dropped for the second successive year by approximately 25 per cent in the Okanagan, they rose by 27 per cent in the Kamloops-Williams Lake area and remained constant in the Kootenays. Activity in the transportation-communication sector increased slightly in the Okanagan during the current year but fell off in the other two labour markets.

Although employment levels in forest products manufacturing remained constant in 1977, placements in the sector dropped significantly throughout the Area, possibly indicating reduced labour turn-

Area Developments (cont.)

over in the industry. In contrast, although logging employment rose by only two per cent during the current year, placements increased by almost ten per cent, spearheaded by strong gains in the Kamloops-Williams Lake area.

Over 90 per cent of the placements in agriculture are dispatched from separate seasonal farm labour offices charged with recruiting workers to harvest tree fruit, grape and vegetable crops between June and October. The number of placements made through these offices declined in 1977, attributed in part to reduced labour turnover and a growing trend of direct contact by job seekers.

AGRICULTURAL PLACEMENTS CANADA EMPLOYMENT CENTRES OKANAGAN-KOOTENAYS AREA

	1977	1976	1975
Okanagan Area	8,450	8,573	9,659
Kootenay Area	323	534	250
Kamloops-Williams Lake Area	253	232	303
Area Total	9,026	9,339	10,212

Although employment expanded during 1977, the impact on unemployment in Okanagan-Kootenays was offset by a significant increase over 1976 in the percentage of the working age population (15 years and over) participating in the job market. Statistics from the monthly Labour Force Survey indicate that the participation rate in 1977 ranged from a low of 52.7 per cent in the Okanagan-Kootenay Boundary area, up to 55.9 per cent in the Columbia-Shuswap-Central Kootenay region, and 64.8 per cent in the East Kootenay. Unemployment in 1977 was estimated at 7.9 per cent in East Kootenay, 8.2 per cent in Columbia-Shuswap-Central Kootenay, and 9.6 per cent in Okanagan-Kootenay Boundary, which was higher than the recorded rate for the previous year of 8.0 per cent for the three Okanagan-Kootenays regions.

AVERAGE PARTICIPATION AND * UNEMPLOYMENT RATES (%) OKANAGAN-KOOTENAYS AREA

Economic Region**	1977	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
91	63.8 (7.9)	64.6 (9.8)	68.9 (8.9)	63.7 (6.1)	58.7 -
92	55.9 (8.2)	53.3 (8.1)	56.6 (8.0)	58.4 (7.8)	56.6 (9.2)
93	52.7 (9.6)	48.6 (11.7)	51.4 (10.8)	56.5 (7.3)	54.0 (9.1)
94	64.8 (11.1)	59.4 (11.8)	64.8 (10.8)	68.7 (11.5)	66.4 (10.4)
B.C.	61.8 (8.5)	60.1 (9.5)	62.3 (8.3)	63.7 (8.1)	61.0 (8.1)

SOURCE: *Labour Force Survey, Statistics Canada*

* Unemployment rate shown in parentheses

** Census divisions in Economic Regions:

- 91 East Kootenay
- 92 Columbia-Shuswap & Central Kootenay
- 93 Okanagan & Kootenay Boundary
- 94 Thompson-Nicola and Squamish-Lillooet

Seasonally, unemployment declined gradually in the Okanagan and Kootenay regions between the first and third quarter of 1977 and then rose in the final quarter. However, in Economic Region 94, the rate fluctuated over the first nine months, then declined slightly in the last quarter. As in Region 91, the reduction in labour force participation possibly contributed to the lower unemployment level between October and December. A sharp increase in unemployed registrants developed in 1976, reflecting the slowdown in economic activity that occurred in the Southern Interior and the province as a whole. Over the past three year period, there has been a heavy concentration of persons seeking work in construction, clerical, service, sales and professional-technical occupations.

**AVERAGE CLIENTS REGISTERED
(WITHOUT EMPLOYMENT)
AT MONTH-END*
OKANAGAN-KOOTENAYS AREA**

Occupational Group	1977	1976	1975
Construction Trades	5,581	4,669	3,066
Clerical & Related	4,568	4,092	2,552
Service Occupations	3,212	3,046	1,964
Administrative, Professional and Technical	2,235	2,035	1,156
Sales Occupations	2,083	1,906	1,133
Processing Occupations	1,374	1,500	1,085
Product Fabricating & Repair	1,270	1,098	662
Transportation Equipment Operating	1,087	989	683
Forestry and Logging	1,080	1,005	762
Machining & Related	410	388	290
Miscellaneous	603	571	423
Total	23,503	21,299	13,776

* Excludes farming occupations, students and unclassified clients.

Registrations for seasonal farm labour, primarily for fruit picking in the Okanagan Valley and at Creston, dominated agricultural activity. The number of clients seeking agricultural employment has risen sharply over the past two years.

Since 1976, an increasing number of migrants both from within and outside the province have been coming to the Okanagan during the summer and fall for the fruit and grape harvest. Also, a definite upturn in the number of local residents seeking orchard work has developed since 1976, attributable in part to the downturn in local employment activity after 1975.

Student registrations averaged 5,850 monthly over the peak April to July period 1977, up sharply over the 1976 figure of 4,985 but still lower than the 6,350 recorded in 1975. Expanded student employment programs undertaken by the provincial government contributed in part to the increase.

**AVERAGE CLIENT REGISTRATIONS
AT MONTH-END
FARMING OCCUPATIONS
OKANAGAN-KOOTENAYS AREA**

	1977	1976	1975
Okanagan Area	1,041	565	247
Kootenay Area	106	80	97
Kamloops-Williams Lake Area	198	238	89
Area Total	1,345	883	433

Although the Area's unemployment level was high during 1977, vacancies in persistent shortage occupations averaged approximately 200 per month over the year, virtually on a par with 1976 and slightly higher than the 170 recorded in 1975. As in the previous two years, shortages were concentrated at Cominco's plant renovation project at Trail and at mining operations particularly those in the Crowsnest area of south-eastern B.C. Note-worthy persistent shortage occupations included: *Underground Miners* at Fernie and Kimberley *Machinists* at Fernie, Williams Lake and Trail *Welder-Fitters* at Fernie *Welders* at Williams Lake *Steel Fabricators* at Fernie and Trail *Electrical Repairman (maintenance)* at Trail, Fernie and Williams Lake *Motor Vehicle Mechanics* throughout the Area *Heavy Duty Mechanics* at Fernie, Cranbrook, Williams Lake, Kamloops and Trail *Millwrights* at Fernie, Williams Lake, Trail and Kamloops *Maintenance Carpenters* at Trail *Pipefitters* at Fernie

As in 1976, licenced hairdressers and cosmetologists also were in short supply, as well as insurance salesmen and dental hygienists. Seasonal shortages (primarily for cooks) occurred in the hospitality industry.

AREA DEVELOPMENTS

NORTH CENTRAL AREA

R. Smelser,
North Central Area Economist,
Employment and Immigration Canada,
#408-550 Victoria Street,
PRINCE GEORGE, B.C. V2L 2K1

ph. 562-2161

Northern B.C.

Although 1977 was a year of record activity in the lumber, and oil and gas industries, weak markets for pulp and copper kept the Northern B.C. labour market soft. Residential construction slowed, but commercial and industrial work increased. The trade and hospitality services sectors produced no substantial employment increases. However, for the year as a whole, the unemployment rate in the area was on par with that of B.C. and slightly above that of Canada.

During 1977, Statistics Canada began to publish Labour Force Survey data for many more economic regions (sub-provincial areas) than previously. In northern B.C., two new sets of figures appeared; Economic Region 97 or the Central Interior, and the combined Economic Regions 98 & 99, or North-eastern and Northwestern B.C. These two areas together account for about 10 per cent of the B.C. working age population, labour force, and employment and about 1 per cent of that of the Canadian totals.

The table presents annual average data for the two northern regions, along with that of B.C. and Canada. The unemployment rates for the two regions were within one-tenth of a percentage point of the B.C. rate of 8.5 per cent. The participation rates for the two northern regions were the highest in B.C. and among the highest in Canada. These high participation rates may be explained by the youthful age structure of the population, and the relative absence of retired persons. Among the 53 economic regions across Canada with published results, only six have higher participation rates, and five of these contain a metropolitan area. The only other "rural" area with similarly high participation rates is Western and Northern Alberta.

The employment rate, or percentage of the working age population employed, is also high in the two northern B.C. regions. Only eight other economic regions across the country have higher than 60 per cent employment rates, and again six of these contain a metropolitan area. The only other two rural areas with employment rates of 60 per cent or more are, as one might expect, in Alberta.

SELECTED LABOUR FORCE ESTIMATES, 1977 NORTHERN B.C. (Estimates in 000's)

	Economic Region 97 ¹	Economic Region 98/99 ²	B.C.	Canada
Population 15+	108	43	1,883	17,250
Labour Force	71	29	1,163	10,616
Employed	65	27	1,065	9,754
Unemployed	6	-	99	862
Not in Labour Force	37	14	720	6,634
Participation Rate (%)	65.7	67.8	61.8	61.5
Unemployment Rate (%)	8.6	8.4	8.5	8.1
Employment Rate (%)	60.0	62.1	56.5	56.5

SOURCE: *Labour Force Survey, Statistics Canada*

¹ Central Interior of B.C.

² Northeastern & Northwestern, B.C.

There have been only slight changes in the level of unemployed clients registered at CEC's in northern B.C. and in the inflow of registrations received. During 1977, the northern B.C. CEC's received nearly three times as many client registrations as vacancies, and, at any given time, there were, on average, more than twenty times as many unemployed clients registered as there were vacancies.

The age-sex distribution of unemployed clients registered has changed in the last three years. Females made up 47 per cent of the northern B.C. clients in 1977 compared to 39 per cent in 1975. The youth group (under 25 years) has consistently made up 46-47 per cent of the northern B.C. clients, while the 45 years and over group has declined slightly to a 2 per cent share of the total.

The industrial pattern of vacancies notified has shown some changes in the last three years. Logging vacancies have steadily increased and are now 50 per cent higher than in 1975; wood products manufacturing vacancies fell significantly in 1976 and rose only modestly in 1977. This trend is paradoxical in view of the fact that 1976 was a year of recovery in the lumber industry after severe slumps in 1974-75. Reduced work force turnover may be the explanation. Construction vacancies were steady through 1975 and 1976, but rose significantly in 1977. Retail trade vacancies rose in 1977 after a slump in 1976. Impressive increases have occurred in certain services (amusement, business, miscellaneous) and in public administration, which were steady through 1975 and 1976. Transport, communications, and utilities, and the personal and food and accommodation industries have shown little or no change in the past three years.

SELECTED OPERATIONAL STATISTICS CANADA EMPLOYMENT CENTRES NORTHERN B.C.

	1975	1976	1977	% Change	
				75/76	76/77
Registrations Received ¹	62,748	61,208	62,326	-3	+2
Vacancies Notified ¹	19,009	18,245	21,825	-4	+20
Placements ¹	14,977	15,098	18,239	+1	+21
Unemployed Clients ²					
Registered	14,975	15,655	15,089	+5	-4
Vacancies Registered ²	622	628	711	+1	+13

¹ Total annual flow

² Average of month-end stocks

The logging and wood products industries enjoyed high levels of production while employment trends differed by community. As indicated in the following table, the volume of logs cut, the amount of lumber sold and the value of the product were above the levels of the past four years. In fact, the Prince George and Peace River areas have increased their share of B.C.'s lumber production, from 22 per cent in 1972 to about 33 per cent in 1977; about 85 per cent of this production is exported to the U.S. Particular developments in the industry include the completion of a new mill at Smithers to replace two older mills, the construction of a new mill at Houston, and the destruction by fire of a mill in Fort Nelson. This later event resulted in the loss of about 150 sawmill jobs and a cutback by half in the 100 person logging work force. About 40 employees found other jobs in Fort Nelson, about one dozen were kept on by the company and over 50 left the town. The new mill in Smithers did not increase

Area Developments (cont.)

employment in spite of its higher production level compared to the two older mills it replaced. In the Kitimat area, a reorganization of logging arrangements will lead to a cut-back in the logging sub-contractor work force in the community. In terms of labour supply, the Prince George area had more than adequate numbers of unskilled labour and faced few shortages of even skilled personnel. However, the smaller communities continued to face difficulties in obtaining millwrights, mechanics, electricians, and other skilled tradespeople. In Fort Nelson, where the industry faced keen competition from oil and gas drilling there was even difficulty obtaining labourers, with the result that a planned third shift in one mill was not established. The outlook for the northern forest industry is considered to be good for at least the first half of 1978, but the industry is doubtful about the latter half of the year in view of a probable slackening-off of U.S. housing starts.

FOREST INDUSTRY ACTIVITIES NORTHERN B.C.

	1977	1976	1975	1974
Timber Scale¹ (million cu.ft.)	819.1	753.1	570.5	696.3
Lumber Sales² (million f.b.m.)	3,058.3	2,551.6	1,614.3	1,648.8
(million \$)	506.2	347.1	178.8	187.6

¹ B.C. Forest Service, Prince Rupert and Prince George Forest Districts.

² B.C. Forest Service, Skeena plus Smithers - Prince George - Blue River sales figures.

The pulp industry produced below capacity in 1977 and will continue to do so in 1978. Pulp prices dropped as much as 25 per cent in the last half of 1977, and large world inventories of pulp are unlikely to be depleted in the coming year. As with other B.C. and Canadian mills, the Swedish devaluation and increasing Third World competition

(Brazil, Iran, Nigeria) are factors which tend to reduce any competitive advantage which might be obtained from the falling Canadian dollar. During 1977, two North Central mills were shutdown for up to one month due to market conditions. No such closures have been planned for 1978, but such shutdowns could be announced at any time. Generally, the Northern Interior mills are newer, more efficient, and more competitive than older coastal mills and are less likely than the latter to be closed for long periods due to the poor markets.

The metal mining sector's employment remained stable through 1977. Copper markets were weak, but those for molybdenum were good. However, early in 1978, Granduc Operating Co. announced the closure of their mine at Stewart, B.C. This lay-off involves some 325 jobs in the community of under 1,500 persons. During 1977, mines near Smithers (at Granisle) had difficulty in meeting their need for tradesmen such as millwrights and heavy duty mechanics.

The oil and gas exploration activities in the Peace River area were at an all-time high and are expected to continue at their historic levels for the next two to three years. During this winter season, 40 to 50 rigs have been actively drilling, compared to 30 to 40 during the previous two winters. At the most recent sales, oil drilling companies purchased sufficient drilling leases at high enough prices to virtually commit them to maintaining high drilling levels. The industry also achieved much higher levels of activity last summer and early fall than ever before. Because of its more year-round operation, area farmers may find it more difficult to obtain seasonal winter employment on the rigs than previously. Developments in the oil and gas industry include the construction, by Westcoast Transmission of the Grizzly Valley and Silver Dahl pipelines, as well as processing plant at Chetwynd. Together these could involve up to 900 jobs, but there has been little local hiring, and some political protests over the matter. Workers are being dispatched from union hiring halls in Vancouver.

In the construction industry, residential starts were down somewhat from the previous two years, especially in Prince George where there is a large volume of unsold houses. The two major projects in the area, B.C. Hydro's Site One Dam at Hudson's Hope and Cancel's conversion at Prince Rupert achieved peak work forces during 1977. Site One employed up to 1,100 workers during the year, but will employ about 800 during 1978. The Cancel conversion project involved up to 550 persons and will be tapering off until late 1978 when the new kraft facility is completed. In 1978, the expiry of the CLRA-building trades agreements will occur, with an uncertain impact on employment. With high unemployment in the industry across the province, there may be little desire on either side for a prolonged work stoppage.

In the overall trade and services sector, there were no major additions to capacity in major communities. However, increased vacancies notified to CECs in the "other services" category (business, amusement, miscellaneous) indicated some increase in employment opportunities.

Houston and Area

A new sawmill is under construction in Houston. When completed it will employ some 220 persons, plus another 150 workers in logging, and during its construction phase up to 130 will be employed building the plant. The mill is expected to be operational by the middle of the third quarter of 1978. There are also plans for a new silver mine in the vicinity of Houston, but these plans have been postponed for an undetermined period.

The other businesses in Houston are responding to the new growth in the forest industry. Expansions are underway in food and accomodation, finance, storage, health and education services. Furthermore, there is noticeable activity in the residential construction sector; from less than ten dwelling units in 1975 and 1976, the 1977 total rose to over 70 and in 1978 some 200 are expected. The municipality and the province are co-operating to develop economic lots on 53 acres (and perhaps 63 more in future). However, house prices are rising, and sufficient dwelling units may not be available by the third quarter of 1978 when the new mill is to begin operation.

In the transport communications and utilities sector, major events were the opening of the new Fairview port at Prince Rupert and the B.C. Tel strike-lockout dispute. The new port is still not attracting large volumes of traffic, and will require some promotional work. A lumber dipper is being installed to aid wood products shipments, and grain traffic through the city's elevator is increasing. An estimated 750 B.C. Tel employees were on lockout in Northern B.C. for 2½ months during their dispute with the company, which was finally settled in mid-February. The destruction of one of Fort Nelson's two sawmills caused B.C. Rail to lay-off 20 employees due to reduced traffic on the northeastern extension.

The Employment and Immigration Commission is responding to the new growth in Houston by establishing a new branch office there. There once was a Manpower office in Houston, but it was relocated to Smithers in 1973 after the closure of a mine in the area and the failure of anticipated forestry developments to materialize. The new branch, which is expected to open in the spring of this year with a staff of three, will face a turbulent labour market in the Houston and Granisle areas. Its service area population is some 5,500 persons (1976 Census) and the labour force is characterized by shortages of key skills and high mobility during the opening of a new mill.

BUILDING PERMITS NORTHERN B.C.

January to November

	Dwelling Units	Value (000\$)		
		Residential	Non-Residential	Total
1975	2,358	68,614	49,949	118,563
1976	2,251	76,506	58,481	134,987
1977	2,033	78,855	72,269	151,124

Area Developments (con't.)

Yukon

The year 1977 saw an improved labour market in the Yukon compared to 1976 because of the absence of the major strikes in the mining industry which had occurred during the previous year. As a result, unemployment eased and there were requirements for certain trades though these were only light or moderate by year-end. The conclusion of the Canada-U.S. Alaska Highway pipeline agreement heightened speculative interest in the area, overshadowing another Canada - U.S. agreement on road transport from Haines that is of more immediate significance.

A summary of employment service activities during the year is presented in the table of Canada Employment Centre Whitehorse operational statistics. Activities at the Centre declined in 1976 but increased in 1977, no doubt reflecting the effects of the 1976 labour-management disputes. The volume of new registrations received declined over one-third in 1976 but increased by some 15 per cent in 1977. Similarly, vacancies notified to the Centre decreased by one-quarter in 1976 but rose nearly one-fifth in 1977; placements also declined by one-quarter in 1976 and rose by one-tenth in 1977. Despite wide variations in the volume of registrations received, the average number of clients registered at month-ends has remained fairly constant at about 2,100 to 2,300. Vacancies registered at month-ends followed patterns similar to that of the total flow of vacancies (notified). Over the course of 1977, the CEC received more than twice as many new registrations of clients as it did vacancies, and, at any given time, there were, on average, twenty times as many unemployed clients registered as there were vacancies.

There have been some changes in the age-sex distribution of the unemployed clients registered. In 1975, females made up 33 per cent of the total, rising to 40 per cent in 1976 and 41 per cent in 1977. The youth group (under 25 years of age) has fluctuated from 43 per cent in 1975, to 48 per cent and then back to 43 per cent in 1977.

SELECTED OPERATIONAL STATISTICS C.E.C. WHITEHORSE

	1975	1976	1977	% Change	
				75/76	76/77
Registrations Received ¹	10,977	7,050	8,134	-36	+15
Vacancies Notified ¹	4,127	3,107	3,664	-25	+18
Placements ¹	3,134	2,332	2,571	-26	+10
Unemployed Clients ²					
Registered	2,246	2,116	2,245	-6	+6
Vacancies Registered ²	126	94	112	-24	+19

¹ Total annual flow

² Average of month-end stocks

The pattern of vacancies notified by industry has also changed during the past three years. The mining industry has sent fewer job vacancies to the CEC in each of the past two years. Retail trade vacancies declined in 1976 and did not rise in 1977. Construction vacancies have been increasing modestly while the "other services" (amusement, business, miscellaneous) category produced a major increase in 1977. The public administration, personal, and food and accommodation industries recorded some increases in their vacancies compared to 1976, but remained below their 1975 levels.

As indicated in the second table, mining industry employment in the Yukon recovered in 1977, after the labour-management disputes of 1976. Employment in the five producing mines averaged some 1,336, an increase of 28 per cent over the 1976 level of 1,041, and equal to the 1975 level. The strike of 1976 involved up to 1,500 people directly at various times, and, of course, involved secondary effects such as a lay-off of 250 people by the White Pass and Yukon transport firm.

No new mines will be opened in the next two years, while the Clinton Creek asbestos mine will be closing during the summer of this year, involving a loss of about 300 jobs. The industry requires more infrastructure, especially hydro-electric power for more new mines. Anvil's lead zinc mine, employing over 500, has sufficient reserves to continue production until 1990, while Whitehorse Copper, with 200 workers, has reserves until the mid 1980's. United Keno Hills silver-lead-zinc mine, which involves 250-300 jobs, has at least two year's reserves, but has had two year's reserves for many years. The mining industry's medium term concern is that the construction of the Alaska Highway natural gas pipeline will have an inflationary impact on the Area's wages and operating costs and will aggravate skill shortages.

1977 was generally a poor year for building construction, including housing. The Carcross-Skagway and Dempster highway projects continued to be the major activities. The Carcross-Skagway road, which is scheduled for completion in summer 1978, will be a summer road only, and the final contract on the Dempster Road was issued in 1977. A new U.S. - Canada agreement regarding the paving of the road from Haines, Alaska to Fairbanks and the main part of the state will involve work on 520 km of the Haines Road and Alaska Highway. It will involve 4,000 man-years of labour, spread over nine years, and will cost \$200 million, to be paid entirely by the U.S. The paved, all-weather route will improve the recreation potential of Kluane Park and may be of benefit to the Alaska Highway natural gas pipeline project. U.S. contractors may bring key personnel into Canada to work on Yukon sections, but the Employment and Immigration Commission's normal policy, that only Canadians should be employed unless there are none who are qualified and available, will apply. At its peak, the project will involve close to 1,000 men. Other road improvements which may affect the territory include the upgrading of B.C.'s Stewart-Cassiar Highway. Cassiar Asbestos is to begin shipping about one-third of its product out through Stewart as the road will be able to handle heavier trucks, thus diverting traffic and jobs away from White Pass. In the longer term, this route is over 100 miles shorter from Vancouver to Whitehorse than the existing Alaska Highway.

AVERAGE EMPLOYMENT IN PRODUCING YUKON MINES

	1977	1976	1975	1974
First Quarter	1,280	1,148	1,320	1,210
Second Quarter	1,356	1,250	1,350	1,121
Third Quarter	1,371	688	1,343	1,279
Fourth Quarter	1,336	1,079	1,319	1,285
Annual	1,336	1,041	1,333	1,224

The tourist season produced better job opportunities in 1977 than in 1976, due partly to persons traveling to the area in relation to plans for the Alaska pipeline. Hairstylists and barbers were shortage occupations in the services field while the recruiting of waiters/waitresses, chambermaids, and other service personnel for locations at highway lodges faced the usual difficulties of isolation and low wages.

Government related employment enjoyed an active year and some clerical positions had to be cleared to other Centres when local supplies of qualified applicants became depleted. There remained many under-qualified people in these fields, however. In future years, as the Yukon collects up to \$30 million per year in taxes from the pipeline (compared to a present total budget of \$85 million), government employment can be expected to grow.

The major news item for the territory was, of course the announcement of the Alaska Highway pipeline agreement. The pipeline is scheduled to begin in 1981, but Native land claims may disturb the present plans if settlements are not soon reached. During 1981 and 1982, over 2,000 persons will be at work building the Yukon section of the line, according to plans so far. CEC's in other areas should actively discourage persons from travelling to the area in search of pipeline jobs, reminding them of its future date, and advising them that arrangements call for non-Northerners to be hired outside the North.

SPECIAL ARTICLE

NEW IMMIGRATION REGULATIONS

Revised Immigration Regulations will come into effect with proclamation April 10 of Canada's new Immigration Act. The Act and Regulations tie immigration to long-term demographic planning and Canadian labour market needs through changes in selection criteria and the establishment of a closer working arrangement with the provinces.

The Regulations outline changes in the selection criteria which shift the emphasis from education to practical training and experience in the assessment of immigrants according to the point system. Employment-related factors now make up almost half of the total possible rating points that can be awarded. For example, vocational training and job experience together account for a maximum of 23 points, while the maximum for education has dropped from 20 to 12 points.

Members of the family class and retirees do not have to satisfy the detailed criteria of the point system. Family class applicants will still have to meet basic health and character standards and will need written statements promising the support of their Canadian sponsors for as long as ten years.

Retired persons will be selected under general criteria regarding their intended destination in Canada, the presence of friends or relatives there, and on personal suitability and financial stability. Refugees seeking resettlement in Canada will be assessed against the factors in the point system but will not receive a point rating. Instead, the assessment will be used to evaluate their prospects for successfully adapting to Canadian life, taking into consideration the amount of settlement assistance available to them from government or private sources in this country.

The Regulations establish a broad priority system for the processing of immigrant visa applications. Under this system, members of the family class, refugees, and members of groups designated as deserving humanitarian treatment will receive the highest priority.

One group particularly affected by the new Regulations will be visitors intending to study or work temporarily in Canada. As of April 10, these people will have to obtain their employment or student authorizations and visas from a Canadian government office abroad before they will be admitted. Formerly, would-be temporary workers or students from most countries could come to Canada without examination at offices abroad, obtain entry as

tourists, and then apply to change their status once employment or a course of studies has been arranged.

The provisions governing students reflect the desire of the provinces to have foreign students meet all the requirements for acceptance at an institution of learning before coming to Canada. Under new provisions in the Regulations, foreign students will not be permitted to change either their course of study or the institution they attend without government authorization.

Following established government policy of making jobs available to Canadians and permanent residents first, the Regulations require that employers register their needs at a Canada Employment Centre before being allowed to recruit foreign workers. Furthermore, the possibility of training Canadians will be taken into consideration in determining whether an employment authorization should be issued. Once the government has approved the issuance of an employment authorization, it will be valid only for the particular job and period of time specified.

Normally, student or employment authorizations will not be transferable to other jobs or institutions. Visitors already in Canada will not be allowed to change their status from student to worker or vice versa. Further, tourists will not usually be allowed to take work or enroll in educational institutions, and visitors wishing to immigrate to Canada will still be required to apply for permanent resident status from outside the country.

There will be exemptions to these Regulations to allow dependents of persons legally in Canada for purposes other than tourism -- such as military personnel, business people, and diplomats -- to apply for student or employment authorizations without having to leave Canada. Foreign students will also be able to apply in Canada for part-time employment, but the decision on whether this will be authorized will continue to depend on the availability of Canadian citizens and permanent residents for the jobs in question.

The new Regulations expand on the refugee provisions in the Act by establishing a refugee sponsorship program whereby Canadian groups and organizations can assist the admission and resettlement of refugees and other persecuted and displaced people.

One of the major factors in determining whether or not a refugee will be admitted to Canada is the prospects for successful settlement of the individual. Under this new program, sponsoring groups will be able to facilitate the entry and adaptation of such persons by providing immediate material assistance such as food, clothing and accommodation, as well as longer-term moral support in the form of counselling and orientation to Canadian life, and individual care and attention that cannot be given through government services.

POINTS OF SERVICE

CANADA EMPLOYMENT CENTRES* — BRITISH COLUMBIA/YUKON REGION

Ashcroft	P.O. Box 460, Federal Building., V0K 1A0	453-2221
Campbell River	940 Alder Street, V9W 2P8	286-6212
Chilliwack	115 Yale Road East, Box 367, V2P 6J4	792-1371
Dawson Creek	1005-104th Avenue, V1G 3H9	782-5877
Grand Forks	Box 1409, V0H 1H0	442-2132
Hope	P.O. Box 69, V0X 1L0	869-9901
Kelowna	Room 206, 471 Queensway Ave., V1Y 6S5	762-3018
Kitimat	Room 311, Federal Building, City Centre, V8C 1T6	632-4691
Maple Ridge	22335 Lougheed Hwy., V2X 2T3	467-5515
Merritt	2090 Coultee Avenue, V0K 3B0	378-5151
North Vancouver	1221 Lonsdale Ave., V7M 2H5	988-1151
Penticton	301 Main Street, V2A 5B8	492-3848
Powell River	4812 Joyce Avenue, V8A 3B8	485-2721
Princeton	Federal Building, 185 Bridge Street, V0X 1W0	295-6951
Revelstoke	Federal Building, 313 Third Street, West, V0E 2S0	837-5106
Smithers	1090 Main Street, P.O. Box 1028, V0J 2N0	847-3248
Terrace	4630 Lazelle Avenue, V8G 1F6	635-7134
Vancouver-E. Hastings	1747 East Hastings Street, V5L 1T1	251-2421
Vancouver-Fraser St.,	5550 Fraser Street, V5W 3W1	324-1142
Vancouver-Tenth Ave.	125 East 10th Avenue, V5T 1Z3	872-7431
Vancouver-W. Broadway	2902 West Broadway, V6K 2G8	732-4551
Vancouver-W. Georgia	1110 West Georgia Street, V6E 3H7	681-8253
Vernon	3202-31st Street, V1T 5J1	545-2125
Whitehorse	Room 101, Federal Building, Y1A 2B5	667-5050

*These offices handle both the Manpower and Unemployment Insurance functions. For further explanation, please see boxed note on inside cover of this issue.

CANADA MANPOWER CENTRES—BRITISH COLUMBIA/YUKON REGION

Abbotsford	2111 McCallum Road, V2S 3N7	853-1112
		U.I. inquiries 853-0315
Burnaby	5000 Kingsway, V5H 2E4	437-3761
Courtenay	576 England Avenue, V9N 5M7	334-3151
		U.I. inquiries 334-2926
Cranbrook	101 Tenth Avenue, South, V1C 2N1	426-3373
Creston	223B-10th Avenue, North, V0B 1G0	428-9279
Duncan	101-435 Trunk Road, V9L 2P8	748-8111
		U.I. inquiries 748-1122
Fernie	461-3rd Avenue, Box 760, V0B 1M0	423-6806
		U.I. inquiries 423-6803
Fort Nelson	Federal Building, P.O. Box 596, V0C 1R0	774-2727
Fort St. John	10139-101st Avenue, V1J 2B4	785-6166
Kamloops	345 Third Avenue, V2C 3M5	372-2515
Langley	204-20218 Fraser Hwy., V3A 4E6	533-1201
MacKenzie	Federal Building, Box 1870, V0J 2C0	997-6615
Mission	33070 Fifth Avenue, V2V 1V5	826-1204
Nanaimo	65 Front Street, V9R 5H9	753-4181
Nelson	514 Vernon Street, V1L 4E7	352-3155

CANADA MANPOWER CENTRES (cont.)

New Westminster	29 Sixth Street, V3L 2Y9	526-4511
100 Mile House	P.O. Box 1240, V0K 2E0	395-4013
Port Alberni	4835 Argyle Street, V9Y 1V9	724-0151
		U.I. inquiries 724-1533
Port Hardy	P.O. Box 700, Market Street, V0N 2P0	949-7474
Prince George	308-550 Victoria Street, V2L 2K1	562-2161
Prince Rupert	Pride O'North, 420-309 Second Ave., West, V8J 3T1	624-9671
Quesnel	346 Reid Street, V2J 2M4	992-5538
Richmond	5635 No. 3 Road, V6X 2C7	273-6431
Surrey	10072 King George Highway, V3T 2W4	588-5981
Trail	835 Spokane Street, V1R 3W4	368-5566
Vanderhoof	P.O. Box 1460, 1809 Stewart Avenue, V0J 3A0	567-4795
Victoria	810 Fort Street, V8W 1H8	388-3481
Williams Lake	99 North Second Avenue, V2G 1Z3	392-4184

U.I.C. OFFICES—BRITISH COLUMBIA/YUKON REGION

*Burnaby	4285 Canada Way, V5G 1H2	437-4441
Cranbrook	34-11th Avenue, V1C 2P1	426-3263
Kamloops	4th Floor, 235 First Avenue, V2C 3J5	374-6911
Nanaimo	155 Skinner Street, V9R 5E8	753-4161
Nelson	525 Vernon Street, V1L 4E9	352-5573
*New Westminster	80-6th Street, V3L 5B4	526-0822
Port Coquitlam	300-2540 Shaughnessy Street, V3C 3Y6	942-7231
*Prince George	1395-6th Avenue, V2L 3M9	563-0571
Richmond	3781 No. 3 Road, V6X 2V9	273-6194
Trail	999 Farwell Street, V1R 3V1	368-8207
*Victoria	202-1175 Douglas Street, V8W 2E3	388-3321
Williams Lake	310-197 N. 2nd Avenue, V2G 1Z5	392-6528

* Also location of District Office.

CANADA IMMIGRATION CENTRES — BRITISH COLUMBIA/YUKON REGION

Aldergrove	No.10, Highway 13, R.R. No.5, V0X 1A0	533-1716
Dawson Creek	1005-104th Avenue, P.O. Box 237, V1G 4G3	782-5877
Douglas	P.O. Box 28 (via White Rock), 210 Deas Thruway, V4B 4Z7	536-7671
Huntingdon	Huntingdon Border Crossing, V0X 1M0	853-5945
Kamloops	10th Floor, 235 First Avenue, V2C 2J4	374-2171
Kelowna	471 Queensway Avenue, V2C 3M5	763-8107
Kingsgate	Kingsgate Border Crossing, V0B 1V0	424-5424
Nanaimo	294 Bastion Street, V9R 3A4	753-4181
Nelson	514 Vernon Street, V1L 4E7	352-3155
New Westminster	Rm. 408, Federal Bldg., 549 Columbia St., V3L 4X9	521-6621
Osoyoos	R.R. No.1, V0H 1V0	495-6545
Prince George	400-550 Victoria Street, V2L 2K1	562-5534
Prince Rupert	Pride O'North, 420-309 2nd Ave., West, V8J 3T1	624-9671
Sidney	Box 2092, 2499 Ocean Avenue, V8L 3S6	656-1612
Vancouver	2nd Flr., Sandwell Bldg., 1550 Alberni St., V6G 2X5	666-2171
Vancouver	Vancouver International Airport, Level 1, Richmond, V7B 1T8	273-2367
Victoria	P.O. Box 368, V8W 2N2	388-3614
Whitehorse	Rm. 205, Federal Building, Y1A 2B0	667-5010

UNIVERSITY CMC'S AND STUDENT PLACEMENT OFFICES

Burnaby	B.C. Institute of Technology, 3700 Willingdon Avenue, V5G 3H2	434-5734
Burnaby	Pacific Vocational Institute, 3650 Willingdon Avenue, V5G 3H1	434-5722
Burnaby	Simon Fraser University, Burnaby Mountain, V5A 1S6	291-3105
Nanaimo	Malaspina College, 900 - 5th Street, V9R 5S5	753-3245
Vancouver	University of B.C., 2075 Wesbrook Mall, V6T 1W5	-
Vancouver	Vancouver Community College, Langara Campus, 100 West 49th Avenue, V5Y 2Z6	324-5345
Vancouver	Vancouver Community College, Vancouver Vocational College, 250 West Pender Street, V6B 1S9	681-8111
Vancouver	Vancouver Community College, King Edward Centre, 2750 Oak Street, V6Z 1B4	733-0422
Victoria	Camosun College, (Vocational Campus) 4661 Interurban Road, R.R. No.3, V8X 3X1	388-3351
Victoria	Camosun College, Lansdowne Campus, 1950 Lansdowne Road, V8P 1B2	529-1281
Victoria	University of Victoria, Room B-240, University Centre, V8W 2Y2	477-1807

OTHER SPECIALIZED POINTS OF SERVICE

Abbotsford	Canada Farm Labour Pool, 33827 S. Fraser Way, V2S 2C4	576-1101
Armstrong	Canada Farm Labour Pool P.O. Box 129, V0E 1D0	546-5626
Duncan	Canada Farm Labour Pool, P.O. Box 22, V9L 3X1	748-3191
Kelowna	Canada Farm Labour Pool, 1961 Harvey Avenue, V1Y 6G5	860-8384
Kelowna	Job Creation Branch, Room 307-471 Queensway Avenue, V1Y 6S5	763-1181
Penticton	Canada Farm Labour Pool, 212 Main Street, V2A 5B2	493-3727
Penticton	Manpower Consultative Services, 201-305 Main Street, V2A 5B7	492-3839
Prince George	Industrial Employment Office, 1253 Fifth Avenue, V2L 3L3	562-2161
Prince George	Job Creation Branch 405-280 Victoria Street, V2L 4X3	564-9398
Prince George	Youth Employment Centre, 1663 Victoria Street, V2L 2L4	562-2161
Surrey	Youth Employment Centre 10033 - 136 A Street, V3T 4G1	588-9966
Terrace	Job Creation Branch, 4663 Lazelle Avenue, V8G 1S8	635-2243
Vancouver	Career Action for Youth Centre 936 Kingsway, V5V 3C4	666-8392
Vancouver	Executive & Professional Division, 14th Floor, 789 West Pender Street, V6C 1J6	666-2351
Vancouver	Immigration Reception Centre 622 Seymour Street, V6B 3K5	666-2181
Vancouver	Immigration Services Centre, 8165 Main Street, V5X 3L2	324-8186
Vancouver	Job Creation Branch, 750 Cambie Street, 4th Floor, V6B 2P2	666-1931
Vancouver	Logging and Mining Office 566 Howe Street, V6C 2C9	666-2166
Vancouver	Temporary Workers Office, 425 West 2nd Avenue, V5Y 1E3	879-7154
Victoria	Canada Farm Labour Pool, No.205-3400 Douglas Street, V8Z 3L5	382-7201
Victoria	Job Creation Branch, 2nd Floor, 45 Bastion Square, V8W 1J1	388-3136
Victoria	Manpower Consultative Services, 310 - 31 Bastion Square, V8W 1J1	388-3667
Victoria	Youth Employment Centre, 2653 Douglas Street, V8T 4M2	388-3458

For further information regarding itinerant or specialized services not listed in these pages, please contact the reception desk of the Canada Employment and Immigration Commission, Regional Headquarters at 666-6341.

Hire and train an employee and we'll pay most training costs, plus some salary.

The Canada Manpower Industrial Training Program. It can mean better employees for your company. And a skilled workforce can mean increased productivity and growth.

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And that's where we can help. Through our Industrial Training Program, Employment and Immigration Canada offers financial and consultative assistance to help employers set up or expand their own training programs.

If you wish, we'll supply the trainees and we'll pay most training costs. And if your firm qualifies, we could pay part of each new employee's salary for the duration of the training program. For the complete story, call an industrial training consultant at your local Canada Manpower Centre or Canada Employment Centre. We want to work with you to help keep Canada working.



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Bud Cullen, Minister

Bud Cullen, Ministre

THERE ARE OVER 500 OFFICES ACROSS CANADA TO PROVIDE A PUBLIC EMPLOYMENT SERVICE DESIGNED TO:

- Recruit qualified workers
- Supply industry with a more productive work force
- Help workers develop new skills to meet the demands of industry
- Assist workers in relocating in areas where opening are available
- Provide both employers and employees with up-to-date labour market information
- To administer unemployment insurance inquiries concerning applications, benefits, and adjudication

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TRAINED PERSONNEL CAN HELP YOU OR YOUR COMPANY SOLVE YOUR EMPLOYMENT
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